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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JANUARY 11, 1996

4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

☞ *Disability Access*

The HRC Conference Room is wheelchair accessible. The closest accessible BART station is the Civic Center Station. Accessible MUNI lines serving this location are the 26, 42, and 71 and the Metro station at Van Ness and Market.There is accessible parking in the vicinity of 25 Van Ness Avenue. The following services are available upon request with 48 hour advance notice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD).
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ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Connie Bear King
Commissioner Katheryn M. Fong
Commissioner Tim Hanlon
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Alma Robinson
Commissioner Ghada N. Saliba-Malouf

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of December 14, 1995.

3. GENERAL COMMUNICATIONS

4. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

   (a) Report of the Nominating Committee.

   (b) Election of the Chair.

   (c) Election of the Vice Chair.

6. REPORT OF THE DIRECTOR

   (a) Budget Update.

   (b) Discussion of Challenges to Affirmative Action.

7. COMMITTEE REPORTS

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(a) Employment Committee
Commissioner Mary Gomez Daddio, Chair
Frank Anderson, Committee Staff

(1) Profile of HRC's Miscellaneous employment discrimination complaints - FY 1994-1995: Kevin Williams, Compliance Officer.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, February 1, 1996, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Commissioner Alma Robinson, Vice Chair
Gail P. Roberts, Acting Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, January 17, 1996, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Youth and Education Committee
Commissioner Katheryn M. Fong, Chair
Commissioner Ghada N. Saliba-Malouf, Vice Chair
Gail P. Roberts, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, January 18, 1996, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Connie Bear King, Chair
Commissioner Tim Hanlon, Vice Chair
Larry Brinkin, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, January 16, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Business Development Task Force will be held on Monday, January 22, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social and Cultural Services Task Force
Commissioner Connie Bear King, Chair
Ladonna Osborne, Vice Chair
Gail P. Roberts, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social and Cultural Services Task Force will be held on Thursday, January 18, 1996, at 6:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS

11. CALENDAR MATTERS

12. ADJOURNMENT

NEXT MEETING: THURSDAY, JANUARY 25, 1996

HUMAN RIGHTS COMMISSION

January 11, 1996

The Minutes of this meeting are missing.

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Office of Dispute Resolution

Edwin M. Lee
Director

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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THURSDAY, JANUARY 25, 1996

4:30 P.M. - 5:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 554-6075.

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Connie Bear King
Commissioner Katheryn M. Fong
Commissioner Tim Hanlon
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Alma Robinson
Commissioner Ghada N. Saliba-Malouf

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of January 11, 1996.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

   (a) Budget Update.

   (b) Approval of Department of Electricity and Telecommunications (DET)'s MOU (Memorandum of Understanding).

   (c) Discussion of Challenges to Affirmative Action.

6. COMMITTEE REPORTS

   (a) Lesbian Gay Bisexual Transgender Advisory Committee
   Commissioner Connie Bear King, Chair
   Commissioner Tim Hanlon, Vice Chair
   Larry Brinkin, Committee Staff

   (1) Committee Report.

   (2) Approval of letter to Superintendent Waldemar Rojas encouraging him to institute in-service training for teachers and administrators on lesbian, gay, bisexual, and transgender issues.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, February 20, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Commissioner Alma Robinson, Vice Chair
Gail P. Roberts, Acting Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, February 21, 1996, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Youth and Education Committee
Commissioner Ghada N. Saliba-Malouf, Vice Chair
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, February 15, 1996, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Employment Committee
Commissioner Mary Gomez Daddio, Chair
Frank Anderson, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, February 1, 1996, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

7. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Business Development Task Force will be held on Monday, February 6, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth·Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social and Cultural Services Task Force

Commissioner Connie Bear King, Chair
Ladonna Osborne, Vice Chair
Gail P. Roberts, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social and Cultural Services Task Force will be held on Thursday, February 1, 1996, at 6:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. NEW BUSINESS

10. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

11. CALENDAR MATTERS

12. ADJOURNMENT

NEXT MEETING: THURSDAY, FEBRUARY 8, 1996

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
25 Van Ness Avenue, Eighth Floor
San Francisco, CA. 94102
(415) 252-2500
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MINUTES OF THE COMMISSION MEETING OF THURSDAY, JANUARY 25, 1996.

Commission Chair Lucille Abrahamson called the meeting to order at 4:35 p.m.

ROLL CALL

Commissioners

Present: Lucille Abrahamson, Chair; Mary Gomez Daddio, Vice-Chair; Connie Bear King; Tim Hanlon; Calvin Y. Louie; Resa Peay-Wainwright; Alma Robinson and Ghada Saliba-Malouf.

HRC Staff

Present: Edwin M. Lee, Director; Arcedo Brillantes, Larry Brinkin, Maria Cordero, Brian Cheu, James Fields, Cynthia Goldstein, Dennis Hanna (Intern), Don Hesse, Carolyn Hom, Richard Norton, Gail Roberts, Panetta Scott, and Carmen Smith.

Guests

Al Curry, Lori Giorgi (Deputy City Attorney, Bronwyn Jackson, Crystal Jang, ( ) John Y. Kennedy (Deputy City Attorney, and Shelley Elvira Salieri.

APPROVAL OF MINUTES

***Moved (Daddio)\Seconded (Peay-Wainwright)\Unanimously approved the minutes of January 11, 1996.

REPORT OF THE CHAIR

The elections of Chair and Vice-Chair were postponed until further notice.

REPORT OF THE DIRECTOR

Budget

Director Lee reported that the interim budget staff director in the Mayor's Office, Mr. Sam Yockey, had called him to arrange a meeting.

Approval of Department of Electricity and Telecommunications (DET) MOU (Memorandum of Understanding).

Director Lee presented the MOU between the HRC and DET for approval. Director Lee stated that the MOU is standard; this MOU will provide for one Contract Compliance Officer.

Answering a question from Commissioner Hanlon, Director Lee reported that DET is a new department and there was no history between the departments. DET operates under the Chief Administrator Officer.

***Moved (Daddio)\Seconded (Peay-Wainwright)\Unanimously in favor.

Discussion of Challenges to Affirmative Action

Director Lee reported that the President of the University of California announced that it will take at least another year to implement the determination from the UC Regents not to take into consideration race and gender in student applications.

Deputy City Attorney

Director Lee reported that Lori Giorgi has been asked to become the staff attorney for the San Francisco Fire Department. Director Lee thanked Ms. Giorgi for her support and commitment to the HRC. Director Lee thanked her on behalf of the staff and Commissioners.

Ms. Giorgi thanked the staff and Commissioners; she stated that she would miss the HRC since it embodies what San Francisco is all about; she introduced John Kennedy and stated that he is now assigned to the HRC, that he has been working with the City Attorney's office for quite some time, and that before he even was deputized he interned

with the City Attorney's Office.

Fair Housing Report

Don Hesse gave an overview and report on the Fair Housing Program at HRC. Mr. Hesse reported that in the 1960s the State and Federal Government passed laws that prohibited discrimination in housing because of race, religion and national origin. Gender was added five years later, and California added marital status. The Federal Government does not recognize marital status. In 1989, the Federal Government added disability and familial status. The City of San Francisco has passed a comprehensive law that provides fair housing laws in all of these categories covered by State and Federal, as well as sexual orientation, AIDS/HIV, and familial status. In 1974, San Francisco was the first city in the nation to prohibit discrimination in housing based on having children in the family in 1974. The HRC receives a grant every year through the Mayor's Office of Community Development from the Community Development Grant Funds they receive from the Federal Government. These funds staff one person to do housing discrimination, Ed Ilumin. In addition, the HRC contracts with Project Sentinel, a community organization, to gather evidence by testing. In the vast majority of cases the HRC tries to mediate between the landlord and the tenant. If evidence of discrimination is found and the client wants to proceed with litigation, they are referred to Department of Fair Employment of Housing, HUD, or members of the private bar by referring them to Project Sentinel. Project Sentinel investigates complaints by sending people to rent housing where discrimination has been reported.

The HRC also participates in fair housing policy making in the City, i.e., with DSS for homeless shelters and the Mayor's office for the Continuum of Care Program. The HRC was also asked to sponsor a community meeting and collect testimony regarding housing discrimination to be submitted to HUD.

Answering a question from Commissioner Bear King, Mr. Hesse reported that there are about 250-300 complaints a year. There a number of complaints that are actually tenant /landlord disputes not covered under discrimination laws. Most cases are handled over the phone and by mail as a way to save time.. 10% of the complaints get referred out; 60% of the complaints are mediated; The HRC is distinguished from other agencies in that the HRC mediates and resolves the situation rather than refer the problem over to a State or Federal agency.

COMMITTEE REPORTS

Lesbian Gay Bisexual Transgender Advisory Committee

Larry Brinkin reported that the Committee wanted to give the following report because this

week marks the one year anniversary of the passage of the gender identity law which protects the transgender community. Mr. Brinkin reported that the situation for transgendered people is both positive and negative. The positive part is that there is a law that protects transgender people; the negative part is that discrimination against transgender individuals is rampant. In the year since the law was passed there have been 200 calls of people either reporting discrimination or asking for technical assistance. In addition, nearly 700 copies of the Commission's report on transgender discrimination were sent out all over the country and to several other countries. In addition to the complaints, the staff has participated in a number of trainings. The staff works closely with the media who want to know how the law is working. In the area of employment discrimination, handled by Larry Brinkin, technical assistance was provided to 52 people, and there were 8 formal complaints; Mr. Brinkin handled 60 requests in the area of public accommodations and 19 formal complaints. Fair Housing staff person Ed Ilumin had approximately 12 to 15 calls for technical assistance and 4 formal complaints. Unlike all other protected categories, most complaints of gender identity discrimination are in the public accommodation area rather than employment. In the area of public shelters and residential treatment facilities, Mr. Brinkin stated that the unit is working to develop protocols that would guide providers in accommodating transgender clients, since they are often turned away.

Mr. Brinkin reported that when the transgender legislation was approved, gender identity was added; however, guidelines were not provided for how to implement the legislation, such as how to handle the issue of sex-segregated facilities such as restrooms. The unit is now working on drafting these guidelines for Commission approval. Also, training for several City Departments has been requested, especially for the Department of Public Health and the Department of Social Services. Mr. Brinkin asked for Commission assistance in securing more resources to handle the large amount of work resulting from the passage of the legislation.

Approval of a letter to Superintendent Wildemar Rojas, San Francisco Unified School District requesting diversity training for teachers on lesbian gay bisexual transgender issues.

Brian Cheu introduced Ms. Crystal Jang from the School District's Support Services Office for Gay Lesbian and Bisexual Youth. Ms. Jang distributed brochures from the organization and gave a brief background of the services being provided in the schools. This is the only school-based program in the nation. It was formed six years ago with two part-time staff to handle several schools. Some services include individual counseling sessions for students and/or their families, and suggested reading materials for students and their families on challenges that face a young person who is becoming aware of his/her sexual orientation. Information is offered on existing community resources that provide safe environments where other gay, lesbian, bisexual, transgender, and

questioning youth can gather. The Support Services Office also offers training and guidelines for teachers and counselors.

Ms. Jang supported the Commission's sending a letter to Superintendent Rojas asking that teachers and administrators in the Unified School District be given in-service training regarding lesbian, gay, bisexual, and transgender issues.

***Moved (Saliba-Malouf)\Seconded (Peay-Wainwright)\Unanimously approved the sending of the letter to Superintendent Rojas.

OLD/NEW BUSINESS

Director Lee reported that Commissioners Louie and Daddio joined him on a very long hearing regarding the implementation of the Sexual Harassment Report.

VISITORS

Shelley Elvira Salieri stated that she was the author of the transgender legislation and that she was very happy that it had reached its one year anniversary.

Alfonse Curry stated that he was a trucker waiting to be certified, and needed the assistance of Director Lee. Commissioner Abrahamson requested Mr. Curry to go through Director Lee since the Director is the final decision maker on the certification process.

Bronwyn Jackson introduced herself to the Commissioners. She stated that she has been offered a position as a Commissioner pending official notification.

NEXT MEETING

DATE: **Thursday, February 22, 1996**

TIME: **4:30 P.M.**

PLACE: **25 Van Ness Avenue**
8th Floor Conference Room
San Francisco, CA 94102

All committees and task forces meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

EMPLOYMENT Thursday, March 7, 1996

	2:00 P.M.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, March 19, 1996 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Wednesday, March 20, 1996 5:30 P.M.
YOUTH AND EDUCATION	Thursday, March 21, 1996 3:30 P.M.
AMERICAN INDIAN TASK FORCE BUSINESS DEVELOPMENT	
AMERICAN INDIAN TASK FORCE ON SOCIAL AND CULTURAL ISSUES	Thursday, March 6, 1996 6:00 P.M.

Director Lee invited everyone to stay for a pot-luck after the meeting. There were several staff members who had come to the meeting especially to be with the Commissioners during the transitional period.

ADJOURNMENT

Commissioner Abrahamson adjourned the meeting at 6:00 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, FEBRUARY 08, 1996

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4:30 P.M.

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ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Connie Bear King
Commissioner Tim Hanlon
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Alma Robinson
Commissioner Ghada N. Saliba-Malouf

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of January 25, 1996.

3. GENERAL COMMUNICATIONS

4. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

6. REPORT OF THE DIRECTOR

   (a) Receipt and Consideration of the Board of Supervisors' request that the HRC create a task force re: City funded social services programs operated by churches and religious organizations.

   (b) Budget Update.

   (c) Discussion of Challenges to Affirmative Action.

7. COMMITTEE REPORTS

(a) MBE/WBE/LBE Advisory Committee

Commissioner Calvin Louie, Chair
Commissioner Alma Robinson, Vice Chair
Gail P. Roberts, Committee Staff

(1) Approval of Proposed Amendment to Chapter 12D, changing the definition of Local Office to specify that for a business with an office(s) located outside of San Francisco, a significant proportion of the firm's gross revenues and total number of employees must be generated by and located in the San Francisco office.

(2) Approval of Proposal Amendment to Chapter 12D, changing Sec. 12D.13 (C) "estimated to cost in excess of $10 million" to "lowest responsible bidder in excess of $10 million" as the basis for bid preferences not applicable.

(3) Approval of Proposed Amendment to Chapter 12D requiring that prime contractors as a condition of meeting their subcontracting goals submit project utilization plans for HRC approval that specify the scope of work for MBE/WBE subcontractors.

(4) Approval of Proposed Amendment to Chapter 12D lowering the Bid Preference for Non Stocking Brokers for the Purchase of Goods and Supplies.

(5) Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, February 21, 1996, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, February 15, 1996, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Employment Committee
Commissioner Mary Gomez Daddio, Chair
Frank Anderson, Committee Staff

(a) Committee Report.

(b) Architecture & Engineering/Construction Management Report: Panetta Scott, HRC Representative.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, March 7, 1996, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(d) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Connie Bear King, Chair
Commissioner Tim Hanlon, Vice Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

(2) Approval of letter to Beacon Press regarding transphobic publications.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, February 20, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Business Development Task Force will be held on Monday, February 12, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social and Cultural Services Task Force
Commissioner Connie Bear King, Chair
Ladonna Osborne, Vice Chair
Gail P. Roberts, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social and Cultural Services Task Force will be held on Thursday, March 7, 1996, at 6:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS

11. CALENDAR MATTERS

12. ADJOURNMENT

NEXT MEETING: THURSDAY, FEBRUARY 22, 1996

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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FEB 21 1996

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, FEBRUARY 8, 1996.

Commission Vice Chair Mary Daddio called the meeting to order at 4:35 p.m.

ROLL CALL

Commissioners

Present: Mary Gomez Daddio, Vice-Chair; Connie Bear King, Tim Hanlon, Calvin Y. Louie; Resa Peay-Wainwright, and Ghada Saliba-Malouf.

Excused: Lucille Abrahamson and Alma Robinson.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Larry Brinkin, Maria Cordero, Dennis Hanna (Intern), Gail Roberts, and Kevin Williams.

REPORT OF THE CHAIR

Commissioner Daddio stated that the Commission is waiting for Mayor Brown's decision regarding the Commissioners, therefore, the election of Chair and Vice Chair is postponed until such time.

REPORT OF THE DIRECTOR

Director Lee reported that the Board of Supervisors approved a resolution requesting that the Human Rights Commission create a Task Force to assist the Board in studying City funding of religious institutions and whether their policies and beliefs will interfere with their ability to provide unbiased services to the people of San Francisco.

Director Lee met with Supervisor Ammiano, who introduced the resolution, and discussed the goal of the resolution. Supervisor Ammiano stated that he wants that the Task Force to be small and it would, in 90 days study one question: What are the current impediments that emanate from religious institutions that may prevent them from providing service to all the people of San Francisco; to identify the impediments and to find a solution. Supervisor Ammiano suggested some members for the Task Force.

Commissioner Daddio requested volunteers from the Commission to staff the Task Force; Commissioner Tim Hanlon and Commissioner Daddio will head the Task Force and Staff person Larry Brinkin will be the staff person assigned to the Task Force.

Budget Update

The Mayor's Budget Office submitted a new timeline, and the HRC is revising the budget according to their request. The proposed budget will be presented to the Commission once it is completed.

Discussions of Challenges to Affirmative Action

The President of the UC Regents had gone back on his word and stated that the University would wait six months instead of a year to remove affirmative action requirements on student admission and staffing.

COMMITTEE REPORTS

LBE/MBE/WBE Advisory Committee

Commissioner Calvin Louie presented the following items for approval:

(1) Approval of Proposed Amendment to Chapter 12D, changing the definition of Local Office to specify that for a business with an office(s) located outside of San Francisco, a significant proportion of the firm's gross revenues and total number of employees must be generated by and be located in the San Francisco office.

(2) Approval of Proposal Amendment to Chapter 12D, changing Sec. 12D.13 (C) "estimated to cost in excess of $10 million" to "lowest responsible bidder in excess of $10 million" as the basis for bid preferences.

(3) Approval of Proposed Amendment to Chapter 12D requiring that prime contractors, as a condition of meeting their subcontracting goals, submit project utilization plans for HRC approval that specify the scope of work for MBE/WBE subcontractors.

(4) Approval of Proposed Amendment to Chapter 12D lowering the Bid Preference for Nonstocking Brokers for the Purchase of Goods and Supplies.

***Moved (Peay-Wainwright)\Seconded (Daddio)\Unanimously in favor to approve the items presented by the LBE/MBE/WBE Advisory Committee with the provision that the

Deputy City Attorney John Kennedy review the items for accuracy.

Staff person Gail Roberts made the following reports on behalf of the Advisory Committee:

- The MBE/WBE/LBE Committee Advisory Committee met on Wednesday, January 18, 1996.

- The Committee received testimony for raising levels for economic disadvantage in the following areas: 1. Accounting, 2. Architects, 3. Engineers, 4. Insurance, and 5. Suppliers. A representative of the Purchasing Department argued for at least including annual cost of living increases in the economic disadvantaged threshold if the thresholds themselves were not revised. No testimony was received in the areas of accounting or insurance.

- Certification
  77 Pending Applications as of 01/18/96: 49 Certification, 15 Recertification, and 13 Registry.
  999 Completed Applications since 07/01/96: 319 Certification, 220 Recertification, and 460 Registry.
  315 Application have been closed since 07/01/95.
  137 Denials since 07/01/95: 77 Certifications, 29 Recertification, and 29 Registry.

- Gail Roberts explained that HRC staff was in the process of combining and cleaning up the two existing database systems: Paradox and Q & A. Paradox is the system from which directories and listings of MBEs/WBEs are produced and the system to which other departments, such as Purchasing, have access. Q & A is HRC's internal system and is more accurate and up to date than Paradox. This whole process is extremely time consuming and tedious; however, the resulting accurate data will be well worth all of the time and effort involved.

- For the February 21, 1996 meeting, the Committee will be receiving testimony for raising levels for economic disadvantage in the following areas: (1) Accounting; (2) Architects; (3) Engineers; (4) Insurance; and (5) Suppliers. The Committee will again consider extending from three years to five years the time period for computing the average gross revenues. Task Forces Monitoring Committee Priorities: The Committee will hear reports from its Task Forces monitoring Committee Priorities: (1) Timely submittal of the Progress Report; (2) Setting goals for MBE/WBE/LBE

participation goals regarding professional service; (3) Setting aside contracts in a certain area if the MBE/WBE/LBE participation goals are not met; and (4) Implementing a process to penalize noncompliance, especially regarding subcontractors and Task Force on Enforcement. Also calendared is the Acceptance of the 1994-95 Minority/Women/Locally-owned Business Enterprise Program Progress Report and Adoption of Recommendations.

Youth and Education Committee

Staff person Gail Roberts reported that the Committee is addressing the issue of violence prevention in the school. The new school safety coordinator addressed the Committee regarding safety in the school. A school health planning committee is being prepared by the San Francisco Unified School District and the coordinator for this program will be making a presentation to the committee at their February 15, 1996 meeting. Commissioner Saliba-Malouf stated that one of the goals of the committee is searching and comparing programs in the schools in case there are duplicated services.

Employment Committee

Commissioner Daddio reported that the Committee will be searching for new members, a full report will be given at the next Commission meeting.

Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Bear King called upon Larry Brinkin for the report. Mr. Brinkin reported that Brian Cheu reported that Senator Milton Marks is interested in introducing legislation that will protect the transgender community from discrimination. The Committee heard a presentation from the Board of Directors of the new San Francisco Community Center which is a project that would serve the lesbian gay bisexual transgender community; the community center is trying to create a very diverse board of directors. They have requested the HRC to support the opening of the community center and their efforts to serve this community. The Committee heard a report from the Youth Task Force regarding homophobia in the schools, no police protection, no youth programs for LGBT kids, a pow-wow with the Recreation and Park Department. The Committee is in the process of training the LGBT community on affirmative action, including the myths and truths of Affirmative Action. The Committee also reported several murders reported in Oakland against the Transgender community. The Committee is considering introducing a resolution requesting the HRC to ask Mayor Brown to urge Mayor of Oakland, Elilu Harris regarding the transgender community.

a) Approval of letter to Beacon Press regarding transphobic publications.

Larry Brinkin introduced Kiki Whitlock. Ms. Whitlock stated that Beacon Press has published several issues against transgender people, which in turn entices violence against this community as well as suicide and low self esteem in the trangender community. She presented documentation to collaborate their request.

Shelley Elvira Salieri stated that San Francisco is the western outlet for the Unitarian Church which is the one that sponsors the Beacon Press.

Camille Moran spoke on behalf of the approval of the letter and stated that she does not believe in sensorship; however, what is being published are vicious lies against the Transsexual community. These lies trickle down into hate crimes against children who are perceived different from their gender, as well as trangender individuals.

Kathy Jones spoke on behalf of the approval of the letter and stated that these publications are the work of one person and not the work in conjunction of the staff of the Beacon Press.

Tamara Ching requested that the letter spell out San Francisco Human Rights Commission.

Commissioner Hanlon stated that the Commission may be able to enter into dialogue with the Beacon Press and explain the concerns from the Transgender community.

***Moved (Bear King)\Seconded (Hanlon)\Unanimously in favor to send the letter to Beacon Press.

TASK FORCE REPORTS

American Indian Business Development Task Force

Commissioner Bear King stated that the Task Force is in the second phase where it is gathering information from survey responses. They are now requesting American Indian business owners who have lost contracts because of the Ordinance to come forward to testify.

Native American/American Indian Social Services Task Force

Gail Roberts stated that the Task Force is now considering who will be surveying what City Department.

UNFINISHED BUSINESS

Director Lee stated that he is involved in the negotiations regarding Geneva Towers; the building is vacant at this time and the tenants received Section 8 vouchers and has been relocated. Unfortunately, some were relocated outside of San Francisco. The tenants however would have first option in returning to the site once it has been renovated or rebuilt. The HRC will be involved in all phases of construction. The HRC is working together with the Village Community Center, Visitation Valley Group to ensure fairness of the residents and local hiring in the construction phases of the project.

Answering a question from Commissioner Hanlon, Director Lee stated that Intergroup Clearinghouse will be asked to make a report regarding the police department's monthly report on arrests.

Commissioner Daddio reported that the HRC will be hosting visitors from Barcelona, Spain researching the feasibility to create a Human Rights Commission there.

Larry Brinkin stated that Dennis Hanna is completing three months of internship with the Human Rights Commission and wanted to thank him; Mr. Hanna did a great job addressing the issues of Lesbian Gay Bisexual and Transgender individuals.

Commissioner Louie invited everyone to his new year party on February 24, 1996 at 6:30 p.m.

Commissioner Peay-Wainwright thanked staff for the Pot-Luck at the last Commission meeting. She stated that she was glad to see staff people who are usually not able to attend meetings.

NEXT MEETING

DATE: **Thursday, January 25, 1996**

TIME: **4:30 P.M.**

PLACE: **25 Van Ness Avenue**
8th Floor Conference Room
San Francisco, CA 94102

All committees and task forces meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

EMPLOYMENT — Thursday, February 1, 1996
2:00 P.M.

LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, February 20, 1996 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Wednesday, February 21, 1996 5:30 P.M.
YOUTH AND EDUCATION	Thursday, February 15, 1996 3:30 P.M.
AMERICAN INDIAN TASK FORCE BUSINESS DEVELOPMENT	
AMERICAN INDIAN TASK FORCE ON SOCIAL AND CULTURAL ISSUES	Thursday, February 1, 1996 6:00 P.M.

CALENDAR MATTERS

The January 25, 1996 Commission Meeting will last one hour from 4:30 to 5:30 p.m. at which time there will be a joint Commissioners/Staff Pot-luck dinner.

ADJOURNMENT

Commissioner Daddio adjourned the meeting at 6:30 p.m. in recogntion of Black History Month.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

SF
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2/22/96

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, FEBRUARY 22, 1996

4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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Know Your Rights Under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.

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ROSTER OF COMMISSIONERS

Martha Knutzen, Chair
Marivic Bamba
Youn-Cha Shin Chey
Frank Chong
Agar Jaicks
Comer Marshall
German Martinez
Rhonda Rochan
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Melicio Santos

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

(a) Regular meetings of January 25, 1996 and February 8, 1996.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

(a) Endorsement of "Creating Political Fire thru Cultural Diversity".

5. REPORT OF THE DIRECTOR

(a) Report for Intergroup Clearinghouse, SFPD (San Francisco Police Department) Hate Crimes Unit and Asian Law Caucus on Hate Crimes Statistics.

(b) Budget Update.

6. COMMITTEE REPORTS

(a) Employment Commission
Frank Anderson, Committee Staff

(a) Committee Report.

(b) Architecture & Engineering/Construction Management Report:
Panetta Scott, HRC Representative.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, March 7, 1996, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) Lesbian Gay Bisexual Transgender Advisory Committee
Larry Brinkin, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, March 19, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Youth and Education Committee
Commissioner Ghada N. Saliba-Malouf, Chair
Gail P. Roberts, Committee Staff

(1) Committee Report.

(2) Support for Citywide School Health Plan: Sgt Michael Jefferies, Youth Programs, San Francisco Police Department.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, March 21, 1996, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, March 20, 1996, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Business Development Task Force will be held on Monday, February 26, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social and Cultural Services Task Force

Ladonna Osborne, Vice Chair
Gail P. Roberts, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social and Cultural Services Task Force will be held on Thursday, March 7, 1996, at 6:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. NEW BUSINESS

10. VISITORS*

* *NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

11. CALENDAR MATTERS

EXECUTIVE MEETING: Pursuant to Government Code Section 54957

PUBLIC EMPLOYEE APPOINTMENT/HIRING

12. ADJOURNMENT

NEXT MEETING: THURSDAY, MARCH 14, 1996

HUMAN RIGHTS COMMISSION

February 22, 1996

The Minutes of this meeting are missing.

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Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, MARCH 14, 1996

4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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ROSTER

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Comer Marshall
German Martinez
Rhonda Rochan
Antonio Salazar-Hobson
Antonio Salazar-Hobson
Melecio Santos

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of February 22, 1996.

3. GENERAL COMMUNICATIONS

4. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

   (a) Election of the Vice Chair.

   (b) Committee Assignments.

   (c) Appointment of Task Force to Review Service Providers sponsored by Religious Organizations, at the Request of the SF Board of Supervisors.

   (d) Report on Commissioners' Training.

   (e) Approval of Resolutions of Commendations for Retiring Commissioners.

6. REPORT OF THE DIRECTOR

(a) Budget Update.

(b) Presentation on the Youth and Education Committee

(c) Discussion of Challenges to Affirmative Action.

(d) Report on Sexual Harassment Training.

(e) Overall Commission Orientation.

7. COMMITTEE REPORTS

(a) Youth and Education Committee
Commissioner Ghada N. Saliba-Malouf, Chair
Gail P. Roberts, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, March 21, 1996, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Employment Committee
Frank Anderson, Committee Staff

(1) Committee Report.

(2) California Palace of the Legion of Honor Final Workforce Report - James Fields, Representative, HRC.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, April 4, 1996, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(c) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Larry Brinkin, Committee Staff

(1) No Committee Report.

(2) Approval of letter to Walt Disney Company Commending their Domestic Partner Program.

(3) Approval of letter to Mayor Brown encouraging him to speak with Mayor Harris of Oakland regarding transgender sensitivity training for the Oakland Police Department.

(4) Approval of letter to the Mayor and City Council of Bloomington, Illinois condemning their vote against Sexual Orientation Discrimination Protection.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, March 19, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Gail P. Roberts, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, March 20, 1996, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Business Development Task Force will be held on Monday, March 25, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social and Cultural Services Task Force
Connie Bear King, Chair
Ladonna Osborne, Vice Chair
Donald Hesse, Task Force Staff

(1) No Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social and Cultural Services Task Force will be held on Thursday, April 4, 1996, at 6:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS

11. CALENDAR MATTERS

12. ADJOURNMENT

NEXT MEETING: THURSDAY, MARCH 28, 1996

HUMAN RIGHTS COMMISSION

March 14, 1996

The Minutes of this meeting are missing.

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HUMAN RIGHTS COMMISSION

March 28, 1996

The Agenda of this meeting is missing.

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Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
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MINUTES OF THE COMMISSION MEETING OF THURSDAY, MARCH 28, 1996.

Commission Chair Martha Knutzen called the meeting to order at 4:35 p.m.

ROLL CALL

Commissioners

Present: Martha Knutzen, Chair; Frank Chong; Vice Chair, Marivic Bamba, Youn Chey, Agar Jaicks, Comer Marshall, German Martinez, Rhonda Rochon, Antonio Salazar-Hobson, and Ghada Saliba-Malouf.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Larry Brinkin, Brian Cheu, Linda Chin, Maria Cordero, James Fields, Bayard Fong, Cynthia Goldstein, Don Hesse, Zula Jones, Gail Roberts, Mary Gin Starkweather, and Pansy Waller.

Guests: Nancy Bainbridge, Miles Bainbridge, Sydney g. Clemens, Edward Kaufman, John Kennedy, Lulann McGriff, Shadow Morton, Jonnie Robinson, Leah Rossman, and Anthony "Van" Jones.

APPROVAL OF MINUTES

***Moved (Salazar-Hobson)\Seconded (Saliba-Malouf)\unanimously in favor to approve the minutes of the regular meeting of March 14, 1996.

GENERAL COMMUNICATIONS

The General Communications file was circulated.

REPORT OF THE CHAIR

Commissioner Knutzen reported that she had attended a meeting with Commission on the Status of Women regarding the implementation of the "Sexual Harrassment in the Workplace" program. She will continue to serve in this Task Force representing the HRC.

(a) Appointment of Ad Hoc Committee on the Budget

Commissioner Knutzen reported that she had called Commissioners and the following Commissioners will serve on this committee: Knutzen, Bamba, Chong, Jaicks and Chey.

(b) Approval of Resolutions of Commendations for retiring Commissioners:

***Moved (Saliba-Malouf)\Seconded (Salazar-Hobson)\Commendation resolutions for retiring

Commissioner Chey requested that the former commissioners be asked to attend a small celebration in their honor where the resolutions could be presented.

REPORT OF THE DIRECTOR

Concerns generated by KGO Radio Personality's On Air Remarks.

Director Lee presented a letter for the Commission's approval as requested at the last meeting.

***Moved (Marshall)\Seconded (Chey)\unanimously in favor to send the letter adding "communities of color".

Presentation on CCRI (California Civil Rights Initiative: Van Jones, Californians for Justice).

Mr. Jones reported that a new coalition of civil rights agencies in California has been formed to respond to the threat to affirmative action posed by the California Civil Rights Initiative. Californians for Affirmative Action, a coalition of more than 75 civil rights and community organizations, will merge with the Campaign for Equal Opportunity, a political action committee formed by the ACLU, SEIU and the Lawyers Committee for Civil Rights, to form one state-wide organization. Californians for Justice will continue to work at the grass-roots level with emphasis on the college and university campuses. Mr. Jones stated that CFJ is circulating petitions to collect a million signatures in opposition to CCRI. A petition was circulated among the commissioners. In response to a questions from the Commission, Mr. Jones stated that 10 million dollars would be needed to mount an effective campaign.

Presentation on the MBE/WBE/LBE Program

Director Lee stated that the program has become more complexed over the last five years

I. Historical Development of MBE/WBE/LBE Program: The HRC is the only program in the Country that places women and minority enforcement in the Human Rights Commission's hands. Other City's and States have a separate entity for contract compliance.

A. Why it was placed at HRC: The Board of Supervisors in looking at the degree in which the old boys network had filtered through any other contract compliance in the City distrusted any other City department.

B. Legislative findings - Ol'Boy's Network: The old boys system perpetuated the way the City did business. Some contractors use to write the bid specs for City officials and the specs would be written in such a fashion that only they could get the contract. This was corrected.

Director Lee reported that the program began as a fully funded general fund department. Over the years, and because of extreme financial cutbacks in the City, HRC compliance officers are funded by work orders from departments being monitored. This issue has been discussed with the Mayor and he has promised to resolve the funding source.

II. Legal Standards

A. Croson vs. City of Richmond, VA. - "Croson Standards": The City used to have a program

very similar to others in the country where a portion of the contracting monies were set-aside for minorities. Many of the programs were set-aside based on the overall population. A Croson Plumbing Construction sued the City of Richmond, VA. claiming that the goal for that particular contract was not based on realistic number of available businesses. The U.S. Supreme Court agreed with Croson. Today, every non-federal entity must perform a Croson study discovering available minority businesses. The "Croson" study then must have two parts, a statistical disparity study, and an anecdotal disparity study. After the study finds discrimination, the program must be "narrowly tailored" to address the specific discrimination found in the disparity studies.

B. Other Current legal/case trends: Director Lee reported that if the CCRI passes, the California Civil Rights Initiative, the SF Program would be protected because of the type of Croson study that was conducted. The concern that the HRC has is that if CCRI passes and non-protected programs are taken away, contractors that are being "forced" now to work with minorities, would no longer be required to use sub-contractors and they will not hire minority contractors. San Francisco has experienced this in the past, when the Croson law was approved, San Francisco did not have an operating program from 1982 to 1989. Non-minority contractors then went back to their old way of operating. There are several legislative bills that are being presented to weaken affirmative action programs. The latest lawsuit Adarand was won challenging federal contract programs.

III. How Current S.F. Ordinance/Program works -- how City contracts are awarded:

A. Structure - Roles & Responsibilities

1. City Departments & awarding authorities: City departments are the awarding authorities. There are 52 City departments, each department has its own ability to contract. The largest contracting departments in the City's which are the revenue generating departments such as Department of Public Works are the ones actively being monitored by the HRC. DPW contracts at least 200 million dollar a year. DPW also handles bonded project such as the New Library, 100 million; Courthouse, 40 million; retrofit of the Opera House was $40 million; Civic Center $35 million; the new Moscone is $115 million; these projects are bonded projects by the San Francisco voters. The Airport has a 2.3 billion dollar master plan expansion; MUNI roadways; PUC all water system supplies; the Chief Administrative Officer overseeing DPW and smaller departments. The Ordinance was designed to enhance with the way the contracts were being awarded. It was not design to change the way the awards process works. Construction is always bid on a low bid basis, and the lowest bid wins.

2. Department Heads & Commissions: Are also trained by the Director and staff regarding the program.

3. Controller: Helps the HRC with a database that tracks prime contracts. The HRC generates subcontracting data.

4. Dept. of Public Works: Are special mentioned because they have the largest contracts for the City.

5. Purchaser: Makes all purchasing decisions for departments: When the HRC needs to buy pencils, order computer equipment and supplies, use a messenger service, or travel arragement for City employees, the Purchasor has designated and selected these contractors. They are usually not minority, women, or local. The Purchasor operates under the old Charter. The Chief Administrative Officer oversees the Purchasing Department and therefore they do not report to a Commission, Board, etc.; The HRC is working hard with the Purchasor requesting that minorities and women get a share of their

contracts. The upcoming charter changes scheduled for July 1, 1996 will change the jurisdiction of these departments directly under the Mayor.

6. Human Rights Commission

a. MBE/WBE Advisory Committee: Director Lee reported that the HRC is fortunate to have a very active Advisory committee. The HRC certifies minority, women and local firms. These firms then can apply for contracts in the City receiving a preference point. The more firms are available to do work for the City, the more successful the program becomes.

b. Memorandum of Understanding (M.O.U.'s): Because there are 52 departments and the HRC cannot possible monitor all of them, the HRC monitors the biggest departments and these departments maintain an MOU with the HRC fund staffing.

c. Role of Contract Compliance Officer: Director Lee stated that he requested Zula Jones, HRC/Port, Pansy Waller, HRC/Airport and Mary Gin Starkweather, HRC/DPW to make a presentation about their work at other departments:

Zula Jones: Ms. Jones reported that she was sent to the Port in 1984 mainly because they would not submit contract information to the HRC. If the HRC does not know what contracts are available, the HRC cannot make sure that the minorities are getting any contracting opportunities. The Port basically told her that they were not part of the City. Being a minority female, trying to tell the Port that they must change their ways and include minority and women in their contracting efforts, was very difficult. With the help of the Director, the program was accepted as something that is good for the Department as well as the community. She is now able to work with Port staff committed to give include minority and women businesses in Port contracts. She had to monitor all types of exclusionary tactics that were not known as exclusionary on the surface, but that they excluded most minority business owners. Presently, the Engineering Contract Administrator will not allow documents to leave the Port on RFP's (Request for Proposal) containing exclusionary clauses. It has taken years, and in the last six months the Port has awarded six projects to minority prime contractors.

Pansy Waller: She has been assigned at the San Francisco Airport since 1990; she presented the day to day duties and responsibilities of a contract compliance officer. She reiterated what Ms. Jones had reported regarding the view of the department vs the HRC contract complaince officer advocating for disadvantaged San Francisco businesses. In the day to day operations, she provides technical assistance in goal setting, technical assistance in bid preference, and certifications. The contract compliance officer attend pre-bid meetings where she explains the HRC program, attend bid openings assuring adherence to the program, oversees awards, investigates any protests, and among other meetings conduct non-compliance meetings. At the Airport there are three staff persons, Richard Norton, Panetta Scott and she. Richard Norton oversees the facility maintenance operation contracts and she oversees the mainframe projects. There are 27 construction design projects, 17 construction contracts, 7 geo-technical contracts, 7 survey contracts and 13 construction management projects. In 1991, the Airport sent out a letter of interest to minority and women owned businesses and they received 692 responses from interested individuals. The Airport is now committed to make sure that minority and women businesses receive a share of these jobs. Ms. Waller reported that she sets goals on a project by project basis based on availability. There are presently 13 construction management contracts and out of the 13, 11 joint ventured with a minority or woman owned business. Joint ventures ensures that a minority business is able to receive some work depending on their experience.

Mary Gin Starkweather: Shared her phone log and her calendar so that Commissioners can get an idea of what her day is like as a Compliance Officer. She stated that both Zula and Pansy reported on what they do and what Ms. Starkweather wanted to convey is the passion and belief they have in the program. She thanked the other compliance officers because without their interaction and sharing the compliance would be much more difficult. Her job is very intensive and interactive. Everything that the HRC does affects people from business owners to workers. Presently she is monitoring over 100 contract for the Bureau of Architecture. There are contracts that are as needed, for personal or professional services, construction and architects/engineers. She has been with the HRC since 1989; however, when Director Lee became the director he was able to command the ordinance, following the law in order to make people comply with the law. Contracts such as the Civic Center, the New Main Library, the Opera House, City Hall, Civic Auditorium, would not have minority subcontracts if the Director would have not sent back the original request for proposals received and ask them to include minority and women subcontractors. The Director also worked with big contractors requesting that they employ their own Affirmative Action Officer in order to hire local minority and women workers in their work sites. These Affirmative Action Officers such as Susie Suafai, Corine White and Bob Lowe work on site and work with Mary Gin Starkweather to monitor their site. She also monitors the Fire Stations and Police Station construction jobs, are now being significantly constructed by minority and women owned San Francisco businesses. The Bayview Police station was bided several times in three years until they were able to award the contract to a African American contractor. It was set aside for 100% African American.

Director Lee introduced James Fields, and Bayard Fong. James Fields is a Compliance Officer assigned to monitor Unreinforced Masonry Building projects. He is also working on a special project with Director Lee in Geneva Towers. Director Lee and Mr. Fields will ensure that all replacement houses for Geneva Towers include MBEs/WBEs as well as the input from the Tenants Associations. Bayard Fong is the Contract Compliance Officer monitoring the Water Department, Hetch Hetchy and PUC projects. One of the projects is the Crystal Springs Golf Course. The last contractor who had the Crystal Springs Golf Club lease held it for 45 years, a good example of a Ol' boys network.

Director Lee explained the difference between a Prime Contractor and a Sub-Contractor. The Prime Contractor is the entity who has a binding contract with the City. The Prime contracts directly with the sub-contractor. The Human Rights Commission certifies firms to be used as sub-contractors and the prime then receives a percentage preference for using these subs. This ensures participation by minority and women owned businesses. When he became the Director, major outreach was done because San Francisco minority business owners did not know how to bid for the City. Also City departments, although applied the bid preference, awarded contracts to the same contractors. This was due to a lack of minorities bidding along with primes. More contracts are given to minority and women subs now because they are certified. The more peoople bid for projects, the cheaper it is for the City. Joint Ventures are also advocated. A minority business who wants to bid as a prime but did not have the expertise, are encourage to bid with a prime. The HRC approves certification of Joint Venture (JVs) to monitor "fronts". When JV's are certified they receive a 5%, a & 1/2 % or 10% preference point. Their bid for competition is then lowered according to the preference points.

Subcontracting goals are only used for Construction and Architect and Engineering. This is because the disparity study was not able to prove that there was discrimination in the other disciplines.

CHART A -- CITY AWARD PROCESS	
Department Decides Contract Services are Needed/Funding	

Engineer/Architects Develop Contract Specifications	HRC reviews Spec's for exclusionary language
Size, scheduling determined	HRC discusses size issues
Public Advertising of contract, Spec's advertised, bid date set	HRC reviews timeframe targets outreach for prime/subcontractors
Pre-bid conference to answer questions/sometimes site inspection	HRC attends if scheduled, clarifies goals, good faith efforts, outreach
Bids due/Bids are opened and announced	HRC reviews goals/MBE/WBE participation bid preferences, etc.
Apparent low bidder is announced, department begins document check/review	HRC reviews documents determines compliance, assists in answers on protests, or investigates violations.
Department finalizes review declares responsive low bidder	
Department begins contract negotiations with low bidder	HRC has contractor notice all M/WBE sub's about participation.
Department awards contract, gives notice to proceed	HRC requires subcontracts on all large projects.
Contractor mobilizes workforce and notifies all sub's pre-construction meeting.	HRC explains compliance rules to rpime/sub's, local hire, affirmative action
Construction Starts	HRC monitors employment, prompt payment, etc. HRC Contract Compliance
Construction Monitored for Compliance	HRC assists in resolving all M/WBE related disputes
Construction finished City releases retention all payments settled	

CHART B - GOALS AND PREFERENCES	
Department determines size of contract	HRC assists department look at recent performance to determine if set-asides are needed.
Size, scheduling, bid dates determined; Sub-goals set with HRC.	HRC analyzes with department all sub-contract disciplines and determines M/WBE availability - helps set sub-contract goals
Bids specifications are publicly advertised - Outreach begins	Set asides and sub-goals may be challenged through either the Contract Review Committee or the Subcontract Goals Committee

Bids are submitted on due date; departments analyze with HRC responsive bidders; department applies preferences and determines low, responsive bidder	Preferences are applied to HRC-certified prime firms; Sub-contract participation analyzed; Good faith efforts analyzed; responsive bidder determined.
Bidders may protest bid violations	HRC & Department resolve bid protests

CHART C - ENFORCEMENT/INVESTIGATIONS
Complaint filed with HRC staff, investigation starts or referral
If contract related, then the contract process may be delayed
If contract already started, then notice is given to parties involved - HRC considers mediation first.
If unresolved, HRC staff starts formal investigation to result in Director's Findings of violations or non-compliance with City Laws; witnesses and subpoena powers may be used
If findings issued, then appropriate legal remedies may be used, including fines, penalties, debarment, decertification, etc.
If Director makes finding against City contractor, contractor may appeal to Commission
If appeal filed, Commission hires arbitrator to recommend any modification to findings
Commission must hold appeal hearing to accept, reject or modify arbitrators determination
Case is either resolved or there is litigation or City takes action

Investigation of Complaints

Violations of M/WBE Program: Director Lee stated that if a contractor is found to have violated a contract, they can be penalized in three ways. They cannot do business with the City for up to 3 years; fined, decertified, and penalized in one way or another. The Director's findings are appealed to the Commission. The Commission then hires an arbitrator to recommend any modification to the findings. Director Lee in the past 2 years has found issued a Director's finding of violation against one contractor. This contractor did not appeal to the Commission.

The HRC works with all contracting parties in good faith; however, the HRC has become very strict in assuring that contractors meet their goals. When a contract is given a certain goal, the prime is expected to meet those goals. If the goals are not met the HRC then meets with the parties involved to find out the reasons. If that contractor has not dealt in good faith, but is found to abuse the system, and then bids for a job coming in as the low bidder, the second low bidder is recommended to get the contract. Most departments are not happy with the process because is confrontational, however, more and more contractors are complying with the Ordinance and meeting their goals. The Director has applied

this pressure twice in big projects, and the results are positive. In the past, Prime contractors lists a sub contractor, receives the award, and then fires the minority sub-contractor. The HRC has made it clear that this is not acceptable. Monitoring a contract all the way to its inception is very important.

The program also includes prompt payment, bond assistance, targeting certification, and using cert-nites.

Commissioner Chey, and Commissioner Salazar-Hobson pointed out that the Korean participation is non existent and the Latino participation is extremely low, Director Lee stated that the HRC could do more outreach in the future and this is one its goals.

Director Lee stated that some of the current and future issues for the HRC are as follows: Capital to emerging firms; Getting more complete data more current/forecasting; Training and retraining contract personnel; Subgoals by ethnicity; Addressing inadequate staffing; Working with non-profits and their responsibilities; Development projects, such as Treasure Island, BART, Housing Authority, School District; City "Emergencies"; Target Certifications throughout the communities.

Commissioner Knutzen stated that through the MBE/WBE/LBE Advisory Committee requests regarding the program could addressed. She commended Director Lee and staff and thanked Commissioners Marshall and Bamba for chairing the Advisory Committee.

Answering a question from Commissioner Jaicks, Director Lee stated that contracts are monitored for prevailing wages but are not mandated to be Union; therefore they are not given insurance or fringe benefits.

Commissioner Knutzen invited all Commissioners to attend the MBE/WBE/LBE Advisory Committee.

COMMITTEE REPORTS

MBE/WBE/LBE Advisory Committee

Commissioner Marshall thanked Director Lee and staff for their in-depth report. He stated that he looks forward to an exciting year. He submitted the following report from the Committee:

The Committee is seeking community input; moreover, written testimony is appreciated. Commissioner Marshall explained that he is desirous of goals and objectives with time frames and measurements of achievement. The Commissioner pledged more outreach for contracting and welcomed comments.

- Gail Roberts reported on the status of certification
  49 Pending Applications as of 03/20/96: 25 Certification, 12 Recertification, and 12 Registry.

  1696 Completed Applications since 07/01/95.
  1100 Certified, Recertified, & Registered since 07/01/96: 426 Certification, 235 Recertification, and 439 Registry.
  567 Application have been closed since 07/01/95.
  7 Withdrawn since 07/01/95.
  22 Denials since 07/01/95.
  492 Applications received since 07/01/95: 359 Local MBE/WBEs; 53 LBEs; and 80 non local MBE/WBEs.
  1154 Application Backlog as of 07/01/95.

6. Acceptance of 1994-95 Minority/Women/Locally-owned Business Enterprise Program Progress Report and Adoption of Recommendations.

Director Lee related that the Fiscal Year 1994-95 MBE/WBE/LBE Progress Report would be available in advance of the April 17, 1996 meeting of the Committee.

7. Discussion of CAABA (Council of Asian American Businesses Association) Recommendations.

The Committee heard a presentation by community representatives regarding proposed changes to the MBE/WBE/LBE Ordinance; however, only the first item was discussed in any detail. The specific proposals were: 1. Include Non-Profits in 12D; 2. San Francisco Leasing Policy; 3. Tenant Improvement Work Included in 12D; 4. HRC Reporting and Participation Used to Establish Set-Aside; 5. Create a new Non-A/E Category for Construction Management; 6. Redefine Architects and Engineers into Separate Categories; 7. Lower Specialty Contractor Size Standards; 8. Increase MBE Preference Over Local Business Enterprise (LBE) Preference; 9. Redefine Construction Prime Contract MBE Joint Venture Preference so as to relate Preference Points Allowed in a Joint Venture to the % Participation of the Minority Firm in the Joint Venture; 10. Make Departments Responsible for MBE Goals; 11. Include Brokers in 12D Separately; 12. Exclude Governmental Agencies from Competing with Private For-Profit Firms, Where Both Legal Forms may exist, in Selling Goods and Services to the City; 13. Graduation of Racial Groups by Industry. and 14. Establishment of a Office of Contract Compliance.

8. Testimony for raising levels for economic disadvantage:

(a) Accounting.
(b) Architects.
(c) Engineers.
(d) Insurance.

The Committee continued to receive testimony regarding raising levels for economic disadvantage in the following areas: (1) Accounting; (2) Architects; (3) Engineers; and (4) Insurance. Director Lee related that the HRC has been receiving requests to review its thresholds for economic disadvantaged businesses since these were first adopted in 1984. Staff is maintaining a correspondence file, containing the written testimony received regarding changing economic thresholds.

9. Recommended Legislative Change to the MBE/WBE/LBE Ordinance

(a) Conform HRC economic thresholds to Federal Small Business Administration standards.

Marc Rosaaen of the Purchasing Department submitted a memorandum from the Purchaser, recommending that all thresholds be increased by at least the 23% increase which has occurred due to inflation.

(b) Raise the economic threshold level for Suppliers.

There was no objection that the threshold for suppliers must be raised from its current $2 million annual gross revenues to $5 million or $10 million annually.

10. TASK FORCES MONITORING COMMITTEE PRIORITIES

(1) Timely submittal of the Progress Report

Co-Chairs: Tom Chiang and Darlene Mar

(2) Setting goals for MBE/WBE/LBE participation goals regarding professional service
Chair: Comer Marshall

(3) Setting aside contracts in a certain area if the MBE/WBE/LBE participation goals are not met
Chair: Tony Ruiz

(4) Implementing a process to penalize noncompliance, especially regarding subcontractors
Chair: Ivan R. Muñoz

The Committee postponed hearing reports from its Task Forces monitoring Committee Priorities.

Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Knutzen introduced Miles Brainbrige.

Miles Bainbridge: a student in the San Francisco Public School system who spoke regarding gay bashing in the schools. He stated that his family moved to San Francisco in order to escape persecution. San Francisco schools are not enforcing the laws protecting gay students in the schools. He has been harassed, and violently beaten in schools. He has moved to other schools, spoken to principals, counselors etc. and has now opted to remain at home.

Nancy Bainbridge: Miles' mother explained her frustration and horror at trying to protect her son. She stated that even though Miles was not out of the closet at previous schools, because of student's perceiving his sexual orientation, he was beaten and harassed.

Eddie Kaufman: the Chair of the Youth Task Force reported that a hearing tentative set for October 24, 1996 is scheduled to hear issues regarding lesbian gay bisexual and transgender youths in the schools.

Commissioner Jaicks as liaison to the LGBTAC, Youth and Ed and Issues Committees will address issues of violence in the schools with the Youth and Education Committee as well as the Lesbian Gay Bisexual Transgender Task Force.

Brian Chue reported that the Board of Supervisors is in favor of looking at recommendations of addressing the violence issues.

***Moved (Salazar-Hobson)\Seconded (Saliba-Malouf)\unanimously approved to hold a hearing.

Approval of letter to Community Center Project Board Supporting Project Concept.

Approval of letters to salt Lake City Board of Education and Utah Human Rights Coalition Objecting to the SLC Board of Education's Homophobia nd Supporting the Rights of LGBT Youth in Utah.

***Moved (Knutzen)\Seconded (Marshall)\unanimously in favor to approve both letters.

Youth and Education Committee

Commissioner Saliba-Malouf submitted the following report for the record:

- Commissioner Ajar Jaicks was introduced as the Commission liaison between this Committee and the Lesbian Gay Bisexual Transgender Advisory Committee and its Youth Task Force.

- Captain Richard Hesselroth, head of the SF Police Department's MUNI Detail, submitting for Kathy Gilbert, Acting Deputy Director of Operations, San Francisco Municipal Railway, presented data for the fourth quarter of 1995: number of trouble reports by day of week, number of trouble reports by the top 10 lines, trouble reports by time of day, trouble reports by intersection location, trouble reports by type, total number of incidents involving vehicles equipped with cameras, and a comparison of San Francisco to six other jurisdictions (BART, Atlanta, Boston, Chicago, NYC Train, and Washington D.C.) for Fiscal Year 1994-95. San Francisco was the lowest of these seven agencies with one monthly incident per 308,219 riders. The highest was NYC Train with one per 95,108 riders. Fifty officers are assigned to the MUNI Detail and all of them are assigned to the after school hours.

- Bill Smith, Senior Probation Officer and Court School - Home Supervision Supervisor of the Juvenile Probation Department, described programs for probationers and provided data. There are 1087 students in the SFUSD who are currently on probation. The Intensive Probation Program has 10 Probation Officers (POs) and one supervisor. The caseload is 15 youth to one PO.

- Eighty percent of youth sentenced to the California Youth Authority were diagnosed by a special team as having "special needs"; however, only 20% were so identified prior to being sentenced.

- The Committee endorsed the Stand for Children: A National Day of Commitment for Children: June 1, 1996 Lincoln Memorial, Washington, D.C. Action on this issue is being requested by the Commission.

- The Committee welcomed three new members: Eleanor Beshears, Veronica Canton, and Douglas Lam. Ms. Beshears is an ESL (English as a Second Language) teacher at Galileo High School. Ms. Canton represents the Mayor's Youth Forum. Mr. Lam volunteered for the Committee through the LGBTAC interview process.

- At its April 18, 1996 meeting, The Committee will hear presentations from representatives of the District Attorney's Office and the Public Defender's Office, will review the results of its Data Collection efforts; and will determine the Youth and Education Committee goals, based on needs and available resources; and identify agencies/organizations to be represented on the Committee; and recruit youth members.

Commissioner Saliba-Malouf introduced this item for approval:

Endorsement of Stand for Children: A National Day of Commitment for Children: June 1, 1996 Lincoln Memorial, Washington, D.C.

***Moved (Saliba-Malouf)\Seconded (Chey)\unanimously in favor to endorse the above item.

TASK FORCE REPORTS

American Indian Business Development Task Force

Commissioner Bamba and Staff Mary Gin Starkweather reported a half day retreat is scheduled for March 30, 1996. An in-depth report will be given to the Commission at a later meeting.

Native American/American Indian Social and Cultural Services Task Force

Don Hesse will report at the next meeting.

UNFINISHED BUSINESS

The "Unfinished Agenda": Recommendations to move forward

Director Lee and Commissioner Marshall presented this item and requested the Commission's approval to send a letter to the Mayor on the above recommendations. The Mayor has ensure his approval on moving forward with the recommendations.

***Moved (Santos)\Seconded (Rochon)\unanimously in favor for Director Lee to send the letter to Mayor Brown.

NEW BUSINESS

Commissioner Knutzen introduced an item for approving the Holocaust Day of Remembrance.

***Moved (Knutzen)\Seconded (Salazar-Hobson)\unanimously in favor for HRC's endorsing the Holocaust Day of Remembrance.

NEXT MEETING

DATE: **Thursday, April 11, 1996**

TIME: **4:30 P.M.**

PLACE: **25 Van Ness Avenue**
8th Floor Conference Room
San Francisco, CA 94102

All committees and task forces meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

EMPLOYMENT — Thursday, May 2, 1996
2:00 P.M.

LESBIAN GAY BISEXUAL TRANSGENDER

ADVISORY	Tuesday, April 16, 1996 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Wednesday, April 17, 1996 5:30 P.M.
YOUTH AND EDUCATION	Thursday, April 18, 1996 3:30 P.M.
AMERICAN INDIAN TASK FORCE BUSINESS DEVELOPMENT	
AMERICAN INDIAN TASK FORCE ON SOCIAL AND CULTURAL ISSUES	

ADJOURNMENT

Commissioner Knutzen adjourned the meeting in honor of Women's History Month at 8:15 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, APRIL 11, 1996

4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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The HRC Conference Room is wheelchair accessible. The closest accessible BART station is the Civic Center Station. Accessible MUNI lines serving this location are the 26, 42, and 71 and the Metro station at Van Ness and Market.There is accessible parking in the vicinity of 25 Van Ness Avenue. The following services are available upon request with 48 hour advance notice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD).

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

Know Your Rights Under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.

For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 554-6075.

ROSTER

Martha Knutzen, Chair
Frank Chong, Vice Chair
Marivic Bamba
Youn-Cha Shin Chey
Agar Jaicks
Comer Marshall
German Martinez
Rhonda Rochon
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Melecio Santos

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of March 28, 1996.

3. GENERAL COMMUNICATIONS

4. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

   (a) Approval of Resolution honoring Professor Jan Karshi, a member of the Polish Underground during World War II.

6. REPORT OF THE DIRECTOR

   (a) Budget Update.

   (b) Presentation on the Employment Committee

   (c) Discussion of Challenges to Affirmative Action.

7. COMMITTEE REPORTS

(a) Employment Committee
Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, May 2, 1996, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Commissioner Antonio Salazar-Hobson, Member
Larry Brinkin, Committee Staff

(1) Committee Report.

NOTE: *The next regular meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, May 21, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Youth and Education Committee
Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Melecio Santos, Vice Chair
Commissioner Youn-Cha Shin Chey, Member
Commissioner Agar Jaicks, Member
Gail P. Roberts, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, April 18, 1996, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Comer Marshall, Chair
Commissioner Marivic Bamba, Vice Chair
Commissioner German Martinez, Member
Gail P. Roberts, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, April 17, 1996, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner German Martinez, Vice Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

(1) No Committee Report.

NOTE: *Meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. TASK FORCE REPORTS

(a) American Indian Business Development Task Force

Commissioner Marivic Bamba, Commission Liaison
Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *Meetings of the American Indian Business Development Task Force are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social and Cultural Services Task Force

Connie Bear King, Chair
Ladonna Osborne, Vice Chair
Donald Hesse, Task Force Staff

(1) Task Force Report.

NOTE: *Meetings of the Native American/American Indian Social and Cultural Services Task Force are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

(a) "The Unfinished Agenda": Recommendations to Move Forward.

(b) Concerns generated by KGO Radio Personality's On Air Remarks.

10. NEW BUSINESS

11. CALENDAR MATTERS

Scheduling of July 11, 1996 Commission meeting in a neighborhood.

12. ADJOURNMENT

Adjournment in honor of former Human Rights Commissioners.

NEXT MEETING: THURSDAY, APRIL 25, 1996

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
25 Van Ness Avenue, Eighth Floor
San Francisco, CA. 94102
(415) 252-2500
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MINUTES OF THE COMMISSION MEETING OF THURSDAY, APRIL 11, 1996.

Commission Chair Martha Knutzen called the meeting to order at 4:35 p.m.

ROLL CALL

Commissioners

Present: Martha Knutzen, Chair; Frank Chong; Vice Chair, Marivic Bamba, Youn Chey, Agar Jaicks, Comer Marshall, German Martinez, Rhonda Rochon, Antonio Salazar-Hobson, and Ghada Saliba-Malouf.

Excused

Commissioner Mel Santos.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Maria Cordero, James Fields, Bayard Fong, Don Hesse, Veronica Ng, Richard Norton, Gail Roberts, Panetta Scott, Carmen Smith, Kevin Williams and Gary Wong.

Guests: Harry Jamerson, Jamerson Construction; John Kennedy, Deputy City Attorney; Ken McIntyre, HSH Design; Rebecca Prozan, Mayor's Office; Pat Reese, A. Answer Inc; Jonnie Robinson, Mayor's Office; Al Rose, F.D.R. Handicapped, S.F.; and Barbara L. Thompson, PIC, Community.

APPROVAL OF MINUTES

***Moved (Marshall)\Seconded (Bamba)\unanimously in favor to approve the minutes of the regular meeting of March 28, 1996 with the following corrections:

Page 5, first paragraph, 5th line, correct 1989 to 1979.

Page 11, correct Commissioner Agar Jaicks name.

Page 12, under new business, add Commissioner Rochon's inquiry regarding Oliver Construction.

GENERAL COMMUNICATIONS

The General Communications file was circulated.

VISITORS

Al Rose stated that he was upset because S.F. Mayor was called derogatory names. Mr. Rose feels that KGO was potentially setting the Mayor to get hurt by a crazy person. He requested the HRC to do something about KGO.

Commissioner Knutzen stated that the Commission has been investigating the matter. The HRC heard testimony from the public and has written a letter to KGO. A Task Force has been formed to look into the matter.

Ken McIntyre from Ace Pacific Builders, the firm chosen to build the Civic Center Complex, stated that he recently held a second outreach conference seeking sub-contractors. A number of African American contractors attended the meeting and complained about the lack of African Americans participation on the project. However, Mr. McIntyre expressed his frustration at not receiving participation from the African American contractors at bidding time. Mr. McIntyre stated that Latino firms are represented at bidding time but African American and Asian firms are not responding. He stated that the project is a $250 million dollar project and he would like a lot more representation.

Answering a question from Commissioner Bamba, Mr. McIntyre stated that Ace Pacific Builders is seeking bids from security firms, electrical contractors, and more. He presented a fact sheet regarding the project. Mr. McIntyre stated that he met with various community organizations in his outreach efforts.

Mr. Jamerson from Jamerson Construction stated that his experience has been that the same contractors get all the jobs. He stated that all the Airport jobs are given to Tutor Saliba and they in turn do not choose African American contractors. The other company that receives contracts, Mr. Jamerson explained, is Huber Hunt Nichols and both firms are out-of-town.

Director Lee stated that at the Airport projects are very large reaching $800 million dollars plus. Minority businesses are not large enough to bid as a Prime; however, there are a lot of African American sub-contractors on Airport projects. Director Lee explained that Tutor Saliba is not the only contractor wining these projects. Director Lee stated that the HRC Airport staff monitors these contracts to assure that minority contractors are given the opportunity to subcontract on large jobs.

Commissioner Jaicks stated that according to the open bid process, the bids are opened publicly and contractors must comply with the City's rules and regulations. Commissioner Jaicks stated that what Mr. Jamerson is implying is that there is something illegal in the process.

Mr. Jamerson stated that good faith efforts are not clearly defined.

Director Lee reported that following the last Commission meeting, he met with Mr. Jamerson, his son and staff person James Fields. At the meeting they discussed the role of the HRC, made sure that Mr. Jamerson was listed properly in all vendor files and that Mr. Jamerson was aware of the bidding process.

Commissioner Marshall requested to review the contracts mentioned by Mr. Jamerson.

REPORT OF THE CHAIR

***Moved (Bamba)\Seconded (Marshall)Unanimously in favor to approve the following resolution which will be presented by Commission Chair Knutzen.

JAN KARSKI

WHEREAS, Professor Jan Karski, a devout Roman Catholic, was captured by the Gestapo and savagely tortured in 1940; and

WHEREAS, Professor Jan Karski, under tremendous adversity risked his life to bring the message to America about the atrocities being committed against Jewish people in Germany; and

WHEREAS, Professor Jan Karski, in his personal effort to stop the Holocaust lectured across the United States and published a book The Story of the Secret State exposing the Nazis' genocidal plans; and

WHEREAS, Professor Jan Karski, today provides continuing educational programs to youngsters of all races as well as educators;

THEREFORE, BE IT RESOLVED that the Human Rights Commission is greatly honored to thank Professor Jan Karski for his commitment, courage, integrity and perseverance in exposing and stopping the Nazi's inhumane practices; and

BE IT FURTHER RESOLVED, that the Human Rights Commission commends Professor Jan Karski on Yom HaShoah, Day of Holocaust Remembrance, Monday, April 15, 1996.

Commissioner Knutzen reported that a reply was received from Police Chief Fred Lau regarding police training.

Commissioner Knutzen reported that as discussed at the last commission meeting, a letter was sent to Governor Wilson and Attorney General Lungren offering the HRC's services on diversity training and condemning the beatings of two alleged illegal immigrants by LA Sheriff officers.

Commissioner Knutzen reported that she attended a "Civil Wrongs Initiative" meeting and presented information regarding the campaign.

Commissioner Knutzen reminded everyone that this Sunday, March 14, 1996, there will be a march entitled "Fight the Right" sponsored by the National Organization for Women (NOW).

Commissioner Knutzen reported that the Budget Ad-Hoc Committee convened. The committee came up with additional items for the budget, copies will be distributed to all Commissioners.

Commissioner Jaicks felt that the Police Chief's letter was not addressing the HRC's concerns which is that training should be offered to all officers, not only to recruits graduating the academy.

Director Lee stated that he would follow-up with Sergeant Bargioni, and Police Chief Lau.

REPORT OF THE DIRECTOR

Presentation on the Employment Committee

Director Lee introduced Mr. Frank Anderson, Contract Compliance Officer II in charge of the HRC's

Employment Program.

Frank Anderson reported that the focus of the program is overall employment. The program deals with the workforce of contractors's employees. The program does not deal with the MBE/WBE/LBE program.

Historical background: Mr. Anderson reported that during the 1960's San Francisco's African American community was in turmoil and demonstrating with major sit-ins because of employment discrimination in the hotel, supermarket, drive-ins theaters, automobile dealerships industries in San Francisco. African Americans felt that City government was passive and non-responsive, and saw no other alternatives but to actively participate in civil disobedience activities. As a result of these sit-ins, Mayor George Christopher asked James Mitchell who was the former Secretary of Labor to serve as the Human Relations Coordinator. In 1963, Mayor Shelley formed an interim Committee of Human Relations and placed James Mitchell in charge. The Board of Supervisors approved a resolution in July 23, 1964 formally establishing the Committee.

The Committee began monitoring retail stores, hotels, restaurants, and automobile dealers who responded positively by hiring African Americans and other minorities. In 1964, the HRC was requested by the San Francisco Fire Department, having only one African American firefighter, to aid in the recruiting of minorities. In 1965 the Commission worked with the Department of Employment to establish job placement centers in the Mission, Chinatown, Bayview Hunter's Point and Western Addition. In 1966, the year that Chapter 12B was approved, the Commission worked very closely with unions setting up apprenticeship programs. In 1967, the HRC was involved in increasing, by 14%, the employment of mechanics who were involved in body and fender work and labor organizations.

Present Pattern:

Mr. Anderson explained that there are more jobs available in San Francisco than the people needed to fill these jobs. Mr. Anderson explained that this was due to blue collar jobs slowly disappearing after the war, a reduction of 7,000 manufacturing jobs, a reduction of 8,000 wholesale trade jobs, a decline of 6,000 jobs in communication jobs and a reduction of 5,000 in utility jobs. While the job market increased by 11,200 new jobs in the fields of finance industry, 19,000 new jobs in the service industry and 10,000 new jobs in government. San Francisco became the administrative center of the Bay Area between 1958 to 1965. Most people who lost their jobs in the blue collar fields lacked the experience in the new jobs being offered.

In 1966, the Board of Supervisors enacted Administrative Code Chapter 12B, which prohibits discrimination in City contracts. Recently, the Local Hiring Ordinance was approved. This Ordinance urges contractors to hire local residents for their workforce. The job of the Employment Unit is therefore to ensure that contractors and others are in compliance with the 12B Ordinance and Local Hiring Ordinance. The workforce is monitored by establishing goals on a contract by contract basis.

Answering a question from Commissioner Bamba, Mr. Anderson stated that goals were set on performance on previous City contracts, U.S. Census status, information obtained from the Craft Unions involved, and others. It took approximately 10 months to study and set-up the goals. The City attorney's office then reviewed the goals to assure that legal validity.

Answering a question from Commissioner Jaicks, Mr. Anderson stated that the HRC works closely with Community Based Organizations regarding employment training and placement. Mr. Anderson stated

that in the San Francisco Sunday he read over 3,000 advertised jobs. Usually, an employer advertises as a last resource.

Mr. Anderson explained the different Civil Service classifications at the HRC. The HRC Representative could perform employment, housing and other duties. They represent the Human Rights Commission. The HRC Contract Compliance Officer enforces compliance with the laws. Legislation approved by the Board of Supervisors that are under the jurisdiction of the HRC are enforced by a Contract Compliance Officer (CCO).

Mr. Anderson introduced James Fields. Mr. Fields is assigned to work for the Unreinforced Masonry Building (UMB), Seismic Safety Loan Program, and monitor compliance. Mr. Fields stated that he is a Contract Compliance Officer working for both compliance of the contract and workforce monitoring. Mr. Fields stated that the UMB program is a loan program funded through Proposition A's bond measure. The program allows building owners to borrow money and retrofit their buildings against earthquakes. The owner however has the responsibility of selecting the contractor. The UMB's requirements are: 1) the owner must submit three bids. One of these bids must be submitted by a certified minority/women owned business. The minority business owner is not necessarily the one that has to be chosen. 2) 25% of the workforce must be made up by economically disadvantaged person defined as an individual that makes less than $10,000 per year. 3) All employees must have proof of health coverage. 3) The goals set in 1990 for minorities and women owned businesses were established by trade. A certified payroll is required for projects loaned over $750,000 and must pay prevailing wage; for projects less than $750,000 minimum wage requirements is $7.50/hour. A hearing before the Board of Supervisors where considerations to modify compliance requirements will be discussed at a later date.

Answering a question from Commissioner Knutzen, Mr. Fields stated that the affirmative action rules were not written into Proposition A. These were negotiated between labor and community representatives who wanted to see more of an economic impact to local San Franciscans. Director Lee emphasized that the requirements were approved by the Board of Supervisors and the Chief Administrative Officer to carry out the legislation. The HRC was requested to oversee the legislation.

Mr. Fields reported on the Department of Public Works workforce tracking. Contractors submit HRC Form 5, for projects over $50,000. In the form they estimate the working hours and estimate the number of workers they will hire on the particular project. Mr. Fields consolidate these forms into a spreadsheet and make the information available to all the Community Based Organizations (CBO's). CCO's also with new contractors and train them in the public awarding process. The workforce tracking is not only keeping paperwork, but also making sure that the workers are not being mistreated, handling complaints, and taking care of special arrangements. It is always important to understand that the HRC is the implementing department of the City's Affirmative Action goals, but that the contractor has a very important job to perform. Mr. Fields also works with CBO's establishing lead agencies for the hiring in the particular area. If the job is in the Mission District, the Mission Hiring Hall is called to coordinate the employment. The contractor is requested to hire an Affirmative Action Coordinator for projects over 200 million dollars.

Answering a question from Commissioner Bamba, Mr. Fields stated that the goals supersede bargaining units from unions. There are unions that are open to working with CBO's. A contractor can bring their own staff to work on their site.

Mr. Anderson introduced Veronica Ng. Ms. Ng stated that she is the Contract Compliance Officer currently assigned to monitor the contracts from the Department of Public Works Clean Water Programs, San Francisco Zoo and contracts related to environmental safety. Her projects vary from $100,000 to

$130,000,000. These include Architectural and Engineering/Professional Services as well as Construction Projects. Ms. Ng explained the duties following a contract. She stated that they work very closely with the project manager, as well as the department workers to prepare a Request for Proposal (RFP's). On the day of the bid opening, after everyone has submitted a bid, the bids are opened in public and the low bidder is recognized. A lot of times there are bid protests and the HRC compliance officer must investigate the matter. This includes meeting with contractors, city attorney's office, complainant, reviewing documentation and working with the City Attorney's Office. The recommendation is then made as a final decision, and the paperwork is processed to award the project. The Department will then send a notice to proceed. At this time, the dept schedules a pre-construction meeting. At the meeting, all the construction and sub-contractors are present and the HRC officer will go through the employment requirements. For some of the contracts that Ms. Ng has, she has to take into consideration the unemployment rate of the particular area. As an example, Ms. Ng mentioned that the Bayview Hunter's Point has the highest unemployment rate and therefore a project in that area, along with all the MBE and WBE requirements she would require that the contractor hires local residents of the Bayview Hunter's Point. She also works closely with Community Based Organizations (CBO).

Commissioner Chong stated that he would be interested in gathering information regarding job opportunities and difficulties in recruiting employees because of lack in training. He stated that being the Dean of Students at City College he is very much interested in knowing where jobs are available and what type of training are needed.

Answering a question from Commissioner Marshall, Ms. Ng stated that Mr. James Fields is the workforce monitor at the Bayview Hunter's Point. Mr. Fields stated that in the cleanwater construction that Ms. Ng monitors, available jobs are for general laborers such as carpentry, iron workers and cement finishers. In these trades the Bayview Hunter's Point has a very good hiring record. In the mechanical trades such as plumbing, electrical there is a vast shortage of minority eligible hires. Although, more training and apprenticeship programs are needed, local hiring is being done from this community.

Frank Anderson introduced Panetta Scott. Ms. Scott stated that she is outstationed at the San Francisco Airport. Her responsibility is to monitor the contracts for participation of women, minorities and disabled persons. Ms. Scott explained how trainees are obtained for the Architects and Engineering program. She stated that the program's goals is to provide technical training and job opportunities to economically disadvantaged women, minorities and disabled persons. She feels that the program has been very successful hiring 66 people, 54% of these are male and 6% are women. Obtaining jobs for trainees is a process which Ms. Scott begins after a contract is awarded. She sends a letter to all the successful awardees congratulating them and explaining the trainee program. She then meets with the individual contractors. At this meeting, she presents them with a copy of the workforce tracking form. She explains that Architects and Engineers and Construction Management firms are required to submit workforce information twice a year, each year of their contract. The workforce tracking form enables Ms. Scott to negotiate positions, and determine the underrepresentation of women and minorities on the job. Based on the amount of the contract, these firms are required to hire trainees. Ms. Scott then identifies who will be doing the hiring and when. If there is no timetable, she enforces trainee hiring when the contractor has accumulated a certain amount of money. She also negotiates the area of discipline or level of skill needed for that particular trainee. She enforces the program working closely with the project managers. Ms. Scott stated that the Airport Project Managers are very supportive when she reports someone not being in compliance. Another area that she is involved in is the Leases and Concessions. She attends pre-bid meetings and bid-openings. In this case the highest bidder receives the award. She monitors the contract for compliance with 12B as well as 12C Ordinances. Ms. Scott reported that as a result of the Airport's Master Plan there will be 3500 additional construction jobs.

Answering a question from Commissioner Saliba-Malouf, Mr. Anderson reported that a presentation on the Summer Employment Youth Program will be presented at the next Employment Committee meeting scheduled for May 2, 1996. There may be consideration regarding the hiring of youths.

Director Lee stated that the apprenticeship program is geared to hiring youths out of high schools, and first college year.

Answering a question from Commissioner Martinez, Mr. Anderson stated that Community Based Organizations only need to apply with the HRC. There is no certification process.

Mr. Anderson introduced Contract Compliance Officer Carmen Smith. Ms. Smith stated that she monitors the contracts from the Mayor's Office of Housing. She reported that in monitoring these contracts, it is in accordance with 12B and 12D Ordinances. In the last year and a half, the projects are mostly for new construction projects and are for more than $50,000. Market Heights was just completed, for $6 million dollars. For this project the goal was 40% minority and 10% women. The contractor exceeded the goals utilizing HRC certified firms. Ms. Smith briefly described the certification process. To be certified companies must be located in the City and County of San Francisco six full months prior to applying for certification. She emphasized that there is a different between a business and an office. She stated that a lot of times, to appease the requirements for certification a firm would set up an office.

Ms. Smith indicated that she works with non-profit agencies when monitoring the Mayor's Office of Housing. To award a contract, Ms. Smith reported that the City of San Francisco sends out an RFP (Request for Proposals). The non-profit organizations respond to RFPs and they are in turn granted money through Community Block Grants. For new structures, the non-profit organization submits a proposals to the Mayor's Office of Housing (MOH) asking to develop a land for low-income housing. If MOH staff decides there are monies available for the project being proposed, they issue a notice of intent. Once she receives this notice, she meets with MOH staff as well as the non-profit agency which has been awarded the grant. The non-profit agency then selects, based on the lowest bid, a contract for this project. Ms. Smith then evaluates the lowest bidder to assess whether or not they have met their goals. She sets-up a pre-construction meeting with the prime contractor and the MOH staff in charge of prevailing wages. All paperwork is presented and asked to be submitted in a timely manner. After this process has been completed, she sends an approval letter to the non-profit awarding agency. She then monitors those projects that have goals to meet. Monitoring includes doing site visits, and addressing concerns that the project manager brings up. She monitors the Mayor's Office of Housing and Contract Compliance Officer Gary Wong monitors the Mayor's Office of Community Development. Ms. Smith stated that projected hours for each trade are calculated by multiplying trades participating in that contract times the participation goal times the number of hours that the contractor or sub-contractor has set for that particular trade. She is working in cooperation with BRIDGE, the S.F. Housing Development and MOH on a new project, the Bayview Senior Housing. The CBO selected for this project is Young Community Developers. There are six other hotels in the Tenderloin area which are scheduled for renovations, and a new multi-room plaza at 227 Dolores Street through Mercy Charities.

Mr. Anderson introduced Contract Compliance Officer Kevin Williams. Mr. Williams reported that he is in charge of investigating the miscellaneous complaints of discrimination lodged by an employee against an employer. Mr. Williams uses the subpoena power of the Commission to mediate complaints with the employer. Mr. Williams explained that the HRC is responsible for ensuring compliance with Chapter 12B, businesses with contracts with the City must not discriminate. The HRC provides assistance with formal and informal mediation services to individuals and groups, and also provides technical assistance such as referrals where HRC has no jurisdiction. When mediation and conciliation fails, the next step is to do

a formal investigation. Fact finding process involves interviews, and paperwork review from the employer, employees and all parties involved. Once the finding is processed and approved by the Employment Supervisor and the Director the document becomes a formal fact-finding investigation.

Answering a question from Commissioner Salazar-Hobson, Mr. Williams stated that the HRC does not have jurisdiction with an employer that do not have a contract with the City.

Answering a question from Commissioner Rochon, Mr. Williams stated that the Norcal issue is under investigation. Answering a question from Jonnie Robinson, Mr. Williams stated that a complaint against another City department, is investigated by the EEO Unit at the Civil Service Commission or the Department of Human Resources.

Mr. Anderson introduced Contract Compliance Officer Gary Wong. Mr. Wong reported that he monitors the Mayor's Office of Community Development projects. He stated that CBO's (community based organizations) award the projects. Contracts which are under $5,000 are not required to be monitored. In Construction Contracts he is actively involved monitoring their solicitation of local, minority, and woman and also to ensure that local hiring requirements are in the contract. The initial phase to determine the availability of women and minority owned business. Once an RFP is ready for distribution, the MBEs/WBEs/or LBEs that meet the proper requirements are solicited. Mr. Wong reported that since MOCD receives its funding from the Department of Urban Development, their requirements are different that those of the HRC; however, Mr. Wong has taken an active role in making sure that the local hiring and MBE subcontracting goals are met.

Mr. Anderson stated that everything that has been achieved by staff and historical achievements of the Employment Unit have been channeled through the Employment Committee. The Employment Committee is the oldest committee at the HRC. Mr. Anderson introduced Ms. Barbara Thompson who retired from Kaiser Permanente and continues to serve for the Employment Committee. Ms. Thompson stated that she has served for the Committee for nine years. She commended the staff and stated that Mr. Anderson is a very gentile leader who deserves credit for past HRC's employment achievements. She stated that anything that has an employment focus has come through the committee. The Employment Committee also works with Task Forces that handles all employment issues and device manners in which they should be implemented. Ms. Thompson invited Commissioners to attend the Committee.

Commissioner Knutzen thanked Mr. Anderson and his staff as well as Committee member Barbara Thompson for their presentation.

Commissioner Rochon commended the staff for their presentation.

COMMITTEE REPORTS

Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Knutzen stated that the Committee welcomed five new members to the meeting. The Youth Task Force will be holding a hearing regarding violence in the schools. She reported that the Recreation and Park Department Director, Mary Burns, will be hiring five new employees, two who are identified as gay or lesbian. Commissioner Knutzen reported that the Religious Task Force will be meeting on April 18, 1996.

Youth and Education Committee

Commissioner Ghada Saliba-Malouf reported on the Youth Summit held by the Mayor.

MBE/WBE/LBE Advisory Committee

Commissioner Marshall stated that the Committee did not meet, a complete report will be given at the next meeting.

Pat Reese from A. Answer Inc. reported that goals for Airport contracts are being met mainly by using suppliers. The way the goal is being met excludes her company from participating as a sub consultant.

Answering a question from Commissioner Bamba, Ms. Reese reported that the contract was Boarding Area "G".

Director Lee stated that the Boarding Area "G" contract which was bided approximately one week ago is under review and has not been awarded at this time. Ms. Waller is going through the submittal from the apparent low bidder and has not made a recommendation to the Airport. Director Lee stated that the HRC has received a couple of letters from minority contractors that are protesting the project and these allegations will be reviewed.

Ms. Reese stated that she wants a resolution to her complaint of HRC allowing credit towards goal for suppliers. Commissioner Marshall stated that he will meet with Ms. Reese.

Issues Committee

Commissioner Salazar-Hobson reported that the meeting was co-chaired by Commissioner Martinez There are two immediate on-going issues; (a) favoring a public hearing on the issue of KGO and (b) the Examiner and redlining complaints. The Public Hearing will be held on Thursday, May 23, 1996 at the Board of Supervisors Chamber. Don Hesse is the staff person in charge.

Commissioner Martinez thanked Commission Chair Knutzen and Director Lee for writing the letter to Governor Wilson and Attorney General Lungren regarding the incident of beating alleged illegal immigrants.

Commissioner Chey requested that a copy of this letter be sent to the HRC office in Los Angeles.

TASK FORCE REPORTS

American Indian Business Task Force

Commissioner Bamba reported that the Task Force met on Saturday, March 30, 1996 in a retreat to review all documentation received from American Indian Businesses. The members now in the process of collecting anecdotal evidence gathered from these reports. Commissioner Bamba anticipates that the Chair of the Task Force, Connie Bear King, will be reporting to the Commission and the MBE/WBE/LBE Advisory Committee in the near future.

Native American Social Services and Cultural Task Force

Don Hesse reported that the Board of Supervisors requested the HRC to establish a task force. The goal was of the Task Force is to study and recommend improvements to the City's delivery of service to the

American Indian community. The task force sent surveys to all the city departments. Committee members are doing most of the work and follow-up calls. Presently the Task Force is meeting twice a month. Once the Task Force receives the questionnaires back, a retreat will be rescheduled consolidate the information.

UNFINISHED BUSINESS

(a) "The Unfinished Agenda": Recommendations to Move Forward.

Director Lee reported that a letter was sent to the Mayor regarding the Unfinished Agenda.

(b) Concerns generated by KGO Radio Personality's On Air Remarks.

This issue was tabled until the next Commission meeting.

Answering a question from Commissioner Jaicks, Director Lee stated that although HRC has no jurisdiction over the Housing Authority, the HRC can send a letter to them regarding the Hayes Valley issue. Mr. Lee stated that the Unfinished Agenda letter to the Mayor is asking for his help so that the HRC can work with the Housing Authority. Director Lee believes that if guidelines are developed in order to monitor the relocation of families with Section 8 vouchers, this would avoid increased homelessness.

***Moved (Jaicks)\Seconded (Marshall)\unanimously in favor to request that Director Lee send a letter on behalf of the Commission requesting that the Mayor and the Board of Supervisors create a Task Force to develop an official City policy. The policy would address Rules in relocating families misplaced as a result of housing projects being demolished or renovated.

Answering a question from Jonnie Robinson, Director Lee stated that he brought the HRC's concern to the Housing Authority; however, the Authority was besieged by bureaucratic red tape and did not address the issues brought forward. Some of the issues were Section 8 vouchers not being honored and people facing discrimination in rental once they needed to be relocated, aggravated homeless problems and more.

NEW BUSINESS

Commissioner Chong requested that a letter be sent to the Oakland Tribune regarding the firing of Correspondent Bill Wong, and copy the letter to the Alameda County HRC. Commissioner Martinez requested that the letter address the need for more Asian and minorities representation.

***Moved (Chey)\Seconded (Jaicks)\unanimously in favor for Director Lee to send a letter to the Oakland Tribune regarding the firing of reporter Bill Wong.

Staff person Bayard Fong announced that the Human Rights Commission sponsors a S.F. Giants Baseball Day. The HRC tries to coincide this date with the "Until There's a Cure Day". This year's game will be held in July 28, 1996, with a tailgate party. Tickets will be on sale at a later date and flyers will be going out approximately at the same time. A portion of the ticket sale goes towards sponsoring AIDS organizations.

Commissioner Martinez urged Commissioners to attend the March to Fight the Right and to meet on Bay

and Van Ness on Sunday, March 14, 1996.

NEXT MEETING

DATE: **Thursday, April 25, 1996**

TIME: **4:30 P.M.**

PLACE: **25 Van Ness Avenue**
8th Floor Conference Room
San Francisco, CA 94102

All committees and task forces meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

EMPLOYMENT	Thursday, May 2, 1996 2:00 P.M.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, May 21, 1996 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Wednesday, May 15, 1996 5:30 P.M.
YOUTH AND EDUCATION	Thursday, May 16, 1996 3:30 P.M.
AMERICAN INDIAN TASK FORCE BUSINESS DEVELOPMENT	
AMERICAN INDIAN TASK FORCE ON SOCIAL AND CULTURAL ISSUES	

ADJOURNMENT

Commissioner Knutzen adjourned the meeting at 8:30 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, APRIL ~~28~~ 25, 1996

4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

SF
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Disability Access

The HRC Conference Room is wheelchair accessible. The closest accessible BART station is the Civic Center Station. Accessible MUNI lines serving this location are the 26, 42, and 71 and the Metro station at Van Ness and Market.There is accessible parking in the vicinity of 25 Van Ness Avenue. The following services are available upon request with 48 hour advance notice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD).
In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

Know Your Rights Under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.

For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 554-6075.

ROSTER OF COMMISSIONERS

Martha Knutzen, Chair
Frank Chong, Vice Chair
Marivic Bamba
Youn-Cha Shin Chey
Agar Jaicks
Comer Marshall
German Martinez
Rhonda Rochon
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Melecio Santos

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of April 11, 1996.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

   (a) Budget Update.

   (b) Presentation on the Lesbian Gay Bisexual Transgender Program.

6. COMMITTEE REPORTS

   (a) Lesbian Gay Bisexual Transgender Advisory Committee
   Commissioner Martha Knutzen, Chair
   Commissioner Agar Jaicks, Vice Chair
   Commissioner Antonio Salazar-Hobson, Member
   Larry Brinkin, Committee Staff

   (1) No Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, May 21, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Melecio Santos, Vice Chair
Commissioner Youn-Cha Shin Chey, Member
Commissioner Agar Jaicks, Member
Gail P. Roberts, Committee Staff

(1) Committee Report.

(2) Approval of Letter to Mayor Willie L. Brown, suggesting that the District Attorney's Office and the Public Defender's Office be designated as participants in the Working Conference for Youth Development and Family Support, convened by the San Francisco Unified School District.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, May 16, 1996, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) MBE/WBE/LBE Advisory Committee

Commissioner Comer Marshall, Chair
Commissioner Marivic Bamba, Vice Chair
Commissioner German Martinez, Member
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, May 15, 1996, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner German Martinez, Vice Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

(1) Committee Report.

NOTE: *Meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Employment Committee

Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice Chair
Frank Anderson, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, May 2, 1996, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

7. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Marivic Bamba, Commission Liaison
Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *Meetings of the American Indian Business Development Task Force are held at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social and Cultural Services Task Force
Connie Bear King, Chair
Ladonna Osborne, Vice Chair
Donald Hesse, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social and Cultural Services Task Force are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

10. NEW BUSINESS

(a) **7:30 PM TIME CERTAIN**: Reception Honoring Former Commissioners.

11. CALENDAR MATTERS

(a) July 11, 1996 Commission meeting at the Excelsior Youth Center.

NOTE: Due to Commissioner Orientations, Commission meetings through May, 1996 may run a hour or more longer than usual.

12. ADJOURNMENT

Adjournment in honor of former Human Rights Commissioners.

NEXT MEETING: THURSDAY, MAY 9, 1996

HUMAN RIGHTS COMMISSION

April 25, 1996

The Minutes of this meeting are missing.

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Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, MAY 9, 1996

4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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ROSTER

Martha Knutzen, Chair
Frank Chong, Vice Chair
Marivic Bamba
Youn-Cha Shin Chey
Agar Jaicks
Comer Marshall
German Martinez
Rhonda Rochon
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Melecio Santos

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meetings of April 11, 1996 and April 25, 1996.

3. GENERAL COMMUNICATIONS

4. VISITORS*

   (a) Presentation by Housing Rights Committee.

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

   (a) Resolution in Support of the Creation of the Social Equality Municipal Commission in Barcelona, Spain.

6. REPORT OF THE DIRECTOR

   (a) Budget Update.

   (b) Presentation on the Dispute Resolution Unit.

   (c) Discussion of Challenges to Affirmative Action.

7. COMMITTEE REPORTS

(a) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner German Martinez, Vice Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

(1) Committee Report.

NOTE: *Meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Employment Committee

Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.

(2) Recommend opposition to Assembly Bill 2441; Labor Code relating to public works and prevailing wages.

(3) Recommend support of proposed Ordinance to amend Administrative Code - Chapter 12B - nondiscrimination provisions.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, June 6, 1996, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(c) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Melecio Santos, Vice Chair
Commissioner Youn-Cha Shin Chey, Member
Commissioner Agar Jaicks, Member
Gail P. Roberts, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, May 16, 1996, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Comer Marshall, Chair
Commissioner Marivic Bamba, Vice Chair
Commissioner German Martinez, Member
Gail P. Roberts, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, May 15, 1996, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Commissioner Antonio Salazar-Hobson, Member
Larry Brinkin, Committee Staff

(1) No Committee Report.

NOTE: *The next regular meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, May 21, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Marivic Bamba, Commission Liaison
Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *Meetings of the American Indian Business Development Task Force are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social and Cultural Services Task Force
Connie Bear King, Chair
Ladonna Osborne, Vice Chair
Donald Hesse, Task Force Staff

(1) Task Force Report.

NOTE: *Meetings of the Native American/American Indian Social and Cultural Services Task Force are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Religious Service Providers Task Force
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Member
Commissioner Antonio Salazar-Hobson, Member
Larry Brinkin, Committee Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Religious Service Providers Task Force will be held on Friday, May 17, 1996 at 3:00 PM at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS

11. CALENDAR MATTERS

(a) July 11, 1996 Commission meeting in the Excelsior District.

(b) May 23, 1996 Public Hearing at the Board of Supervisors' Chambers.

12. ADJOURNMENT

NEXT REGULAR MEETING: THURSDAY, JUNE 13, 1996

HUMAN RIGHTS COMMISSION

May 9, 1996

The Minutes of this meeting are missing.

San Francisco Public Library
Government Information Center

HUMAN RIGHTS COMMISSION

June 13, 1996

The Agenda of this meeting is missing.

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Human Rights Commission

Dispute Resolution
Contract Compliance
Minority/Women Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
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MINUTES OF THE COMMISSION MEETING OF THURSDAY, JUNE 13, 1996.

Commission Chair Martha Knutzen called the meeting to order at 4:30 p.m.

ROLL CALL

Commissioners

Present: Martha Knutzen, Chair; Frank Chong; Vice Chair, Marivic Bamba, Youn-Cha Shin Chey, Agar Jaicks, Comer Marshall, Ghada Saliba-Malouf and Mel Santos.

Excused

German Martinez, Rhonda Rochon, and Antonio Salazar-Hobson

HRC Staff

Present: Edwin M. Lee, Director; Larry Brinkin, Maria Cordero, James Fields, Cynthia Goldstein, Don Hesse, and Gail Roberts.

Guests: Bita Abdollahi, City Attorney's Office; Sydney G. Clemens; Alan Ild; Felicia O. Flowers-Smith; Harry L. James, Jamerson Construction; Stan Kelly; John Kennedy, City Attorney's Office; Yong Lee, HRC Intern; Peter Lindstrom, HRC Intern; Stephanie Miranda, HRC Intern; Ed Morales, Sierra Environmental; Lisa Noshay-Petro, HRC Intern; and Jonnie Robinson, Mayor's Office.

GENERAL COMMUNICATIONS

The General Communications file was circulated.

VISITORS

Alan Ild: Mr. Ild spoke regarding the HRC hearing on the Media. He stated that his hope is that HRC is not looking to sensor radio. He believes that if HRC begins censoring or judging what is proper and what is not, plus steps on what is "freedom" and what people has died for, the HRC will be infringing in what human rights are all about. He explained that the term "sensitivity" means different things to different people. Mr. Ild compared sensitivity to love which he believes cannot be legislated or forced. Mr. Ild stated that if the HRC is consistent, it should investigate the newspapers as well because they have a monopoly on what they print.

Commissioner Jaicks stated that the HRC is not looking to censor anyone. He reported that perhaps the HRC is looking to expand the means of communications to be afforded to everyone. His understanding regarding the talk radio programs is that controversial issues are discussed by the hosts. The host is usually then the advocate, not a moderator. The host is then in allowing his/her point of view across the radio waves and only allowing responses from people who are advocating for his or her view; not everyone's phone calls are answered and not everyone's view is heard.

APPROVAL OF MINUTES

***Moved (Santos)\Seconded (Chong)\Unanimously approved the minutes of the regular Commission meeting of May 9, 1996.

REPORT OF THE CHAIR

Commissioner Knutzen reported that she has a meeting scheduled for June 19, with Mayor Brown to discuss HRC issues. She requested that Chairs of Advisory Committees advise her of what they wish her to discuss with Mayor Brown.

Commissioner Knutzen reported a meeting held with Julie Grant of the Commission on the Status of Women (COSW) where they discussed issues of concerns regarding both commissions.

Commissioner Knutzen thanked the Commissioners for the hearing on May 23, 1996. She stated that the hearing was well attended. Written testimony will be received until June 14, 1996. When the transcript is ready a summary will be prepared and discussed by the Issues Committee. She reported that the *Chronicle* and the *Sun Reporter* reported the hearing on their paper. She reported that the Anti-defamation League will be holding a panel hearing on the subject.

Don Hesse thanked Commissioner Knutzen for her efforts. The hearing was very successful, and the people who came to testify were well known people from the community. Mr. Hesse reported that phone calls received after the hearing ranged from those upset at not knowing about the hearing, to those wanting to know what HRC would do with the information. Mr. Hesse received a call from Mr. Jim Burns from KGO, who is a talk show host and the President of the National Association of Talk Show Hosts, he didn't know about the hearing. Mr. Hesse assured Mr. Burns that KGO was invited, letters were sent to both the President and General Manager of KGO. Mr. Hesse invited Mr. Burns to submit a written document for the record.

Director Lee stated that the day after the hearing he was invited to discuss follow-up issues by radio stations KSFO and KEST.

REPORT OF THE DIRECTOR

Director Lee called upon the respective HRC supervisors to introduce HRC's summer legal interns. Mr. Fields introduced Stephanie Miranda, second year law student at Santa Clara University. Ms. Miranda is working with Gail Roberts with certification applications and with James Fields in employment/ contract compliance monitoring. Larry Brinkin introduced Yong Lee and Lisa Noshay-Petro. Mr. Yong Lee stated that he was a third year law student at Boalt Hall and he is working with the Lesbian Gay Bisexual Transgender AIDS/HIV Unit; Ms. Lisa Noshay-Petro first year law student at Hastings working with the Lesbian Gay Bisexual Transgender AIDS/HIV Unit and helping with the preparations regarding the hearing scheduled for the fall on "Queer Youth". Ms. Gail Roberts introduced Peter Lindstrom. Peter Lindstrom is a second year law student at Golden Gate University and he is working with Certification applications; Gail Roberts added that Stephanie Miranda and Peter Lindstrom are also working with Deputy City Attorney John Kennedy and his legal intern researching the local office definition for certification. The City Attorney's legal intern is also researching the CCRI Initiative.

Director Lee reported that the City Attorney's Office will be issuing a finding on the CCRI initiative and its impact.

Budget Update

Director Lee reported that the budget has been increased by $100,000 by the San Francisco International Airport's Memorandum of Understanding (MOU). The Board of Supervisors will be reviewing the HRC budget on Thursday, June 20, 1996 at 1:00 p.m. Answering a question from Commissioner Bamba, Director Lee explained the new ruling regarding set-aside applications and a contract in

Sacramento. He stated that the San Francisco's City Attorneys, together with a number of cities throughout the state, has appealed the ruling on behalf of M/WBE's, this appeal process has been granted. Deputy City Attorney John Kennedy will report further on the issue.

COMMITTEE REPORTS

MBE/WBE/LBE Advisory Committee

Commissioner Marshall stated that the Committee is in the process of hearing testimony regarding changes to the 12D Ordinance. Public Hearings are scheduled the next three committee meetings in order to gather information from all interested parties. Goals for the program are also being developed which will help in devising a new computer tracking system to gather data in a more expeditious way. Director Lee studied the City of Richmond's data system. The Airport's Stabilization Plan is also being discussed. Commissioner Bamba requested that Commissioners who are aware of businesses that have been affected by the 12D Ordinance be invited to the hearings. Commissioner Bamba thanked Jonnie Robinson from the Mayor's Office who has been instrumental in advertising these hearings. The deadline for gathering the information and holding hearings is the end of July. The Committee is looking for new members, the application deadline is scheduled for June 14, 1996. Commissioner Knutzen thanked Commissioner Bamba and Marshall for their work with the Committee.

Mr. Harry Jamerson, from Jamerson Construction stated that Tutor Saliba is receiving all the contracts at the Airport. Mr. Jamerson bid on contracts and he is told that the bid is too low or he submitted it too late. Mr. Jamerson advised the Commission that painters are being used to do cement work; therefore, Primes do not pay them prevailing wage. Mr. Jamerson then believes that this is the reason why he doesn't get jobs because he uses cement workers and pays them prevailing wages.

Commissioner Bamba requested that Mr. Jamerson report these violations to Director Lee. Commissioner Marshall stated that Mr. Jamerson needs to report specifics, such as which contract, etc. Ms. Jonnie Robinson from the Mayor's Office was in the audience and discussed with Mr. Jamerson the prevailing wage procedure. Mr. Jamerson stated that the Ferry Building is one specific project where Tutor Saliba is hiring painters to do cement work.

Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Knutzen thanked and commended staff person Larry Brinkin who traveled to Sacramento to testify on behalf of the HRC

and the Transgender community. Brian Chue also testified for AIDS Lobby day along with other activists.

At the Committee meeting, the Committee heard testimony regarding domestic partnership violence. The Committee is receiving testimony hoping to devise background information for programs aimed at this type of usually unreported violence.

The Pride Parade is scheduled for June 30, 1996. The HRC will have a booth with information regarding the HRC and the Unit.

Approval of Letter to Gay and Lesbian Medical Association re: Inclusion of Transgender Community.

***Moved (Knutzen)\Seconded (Chong) unanimously in favor to approve the letter.

Approval of recommendation to invite the Youth Commission to Co-Sponsor the Upcoming Public Hearing on Lesbian, Gay, Bisexual and Transgender Youth.

***Moved (Bamba)\Seconded (Jaicks) unanimously in favor to invite the Youth Commission and begin planning.

Report of the Chair -- (a) Youth Summit: the Honorable Michael Yaki, Member of the San Francisco Board of Supervisors

Commissioner Knutzen reported that she had requested Supervisor Michael Yaki to report to the Commission on the upcoming Youth Summit. Commissioner Knutzen stated that the HRC's Youth and Education Committee was working toward gathering ideas for the Summit. Also, the Lesbian Gay Bisexual Transgender Advisory Committee has originally planned a "Queer Youth" hearing in early October to discuss issues affecting this community; however, the hearing was moved up to coincide with the youth summit. Commissioner Knutzen thanked Supervisor Yaki for coming to the Commission.

Supervisor Yaki thanked Commissioner Knutzen and stated that it was a great feeling to see everyone serving on the Commission. He stated that the Mayor is very committed to bring back to San Francisco all the things that made it fun to be a young person growing up in the City. The City must become a family friendly, family oriented. The summit will adress, among other things, ways of to achieve quality education for everyone, a safe environment, places to go "hang-out" for all ages. The Summit is scheduled for October 5,6, and 7. The Summit for the 5 and 6 will be held at McAteer High School. A child care room equipped with computers carrying a web site and internet will also be available. The

summit on October 7, will be in the morning at Herbst Theater. The last day will be dedicated to consolidate all ideas. Superintendent Rojas, along with all other educational institutions are involved in the Summit; Jeff Mori at Mayor's Office of Children Youth and their Families is in charge of staffing and planning the summit. Supervisor Yaki stated that he would like to discuss solutions to problems and not dwell on what the problems are. Supervisor Yaki stated that the City do not have goals or vision for the youths in San Francisco. He emphasized that there are resources, but there is no leader tying all the resources together. He feels that if the summit is successful, a unified vision for the Youths in San Francisco will be achieved. A strategic planning process would hopefully link resources and provide this new vision.

To prepare for the summit, Supervisor Yaki earlier requested that all City department report the services they provide to children. What the survey showed was how little communication and working interaction there is. There is not one place where a youth can go and access information about children services in the City. There are places also that serve children that are not accessible by public transportation.

Commissioner Saliba-Malouf offered the services of the Youth and Education Committee members formed by a coalition of City and community leaders.

Supervisor Yaki stated that he will make the recommendation to the Advisory Committee that the Chair of the Youth and Education Committee and the Chair of the Lesbian Gay Bisexual Transgender, Youth Task Force be invited to participate.

Answering a question from Commissioner Jaicks, Supervisor Yaki stated that the Youth Summit will not address only positive things, but negatives issues as well. Such issues as intergroup tensions, police/youth relationship, teacher/youth relationship will be addressed before hand at various mini-youth summits being held throughout the different neighborhoods.

Commissioner Chey thanked Supervisor Yaki for taking on the task for the Youth Summit. She stated that he and Jeff Mori gives the youth great role models. She stated that Korea has a youth day and San Francisco honors seems to everyone but youth.

Sydney G. Clemens thanked Supervisor Yaki for taking charge of the Summit.

Commissioner Knutzen thanked Supervisor Yaki and offered the Youth and Education Committee as the depository of information gathering for the Youth Summit.

Committee Reports (Cont'd)

Youth and Education Committee

Commissioner Mel Santos reported that staff from the Department of Social Services reported what services they provide to youths in San Francisco. As part of its ongoing discussion of and research into addressing violence prevention among youth, the Youth and Education Committee, at its April 18, 1996 meeting, heard outstanding presentations by Jacob Moody, Program Director, Balboa Teen Clinic, San Francisco Department of Public Health as well as a member of the Youth and Education Committee; and Alicia A. Joseph of the Family Preservation/Child Welfare Unit of the Department of Social Services. Both of these speakers were very informative.

Jacob Moody described the Managed Care System which takes effect July 1, 1996.

Data Collection Efforts and Formation of a Sub-Committee for Data Analysis & Recommendations.

Commissioner Jaicks reported on the May 8, 1996 meeting of the Intergroup Tension Abatement Task Force. Diedra Epps-Milk presented to the committee a draft of a memorandum to be sent from the Commissioners of HRC to Richmond District Attorney regarding the case of the 6 year old child accused of attempted murder to the, and requested its endorsement. Because this action item had not been calendared in accordance with the requirements of the Sunshine Ordinance, no action was taken at this meeting. At its June 20, 1996 meeting, The Committee will hear presentations from representatives of from the United Educators of San Francisco and from the Community Board of San Francisco describing conflict resolution in the schools. The Committee will consider two alternative approaches in the matter of the case of the 6 year old child accused of attempted murder. One is a memorandum to be sent from the Commissioners of HRC to Richmond District Attorney, drafted by Diedra Epps-Milk which was read to the Committee at its May 16, 1996 meeting. The second approach is to send letters of inquiry to the San Francisco District Attorney Terence Hallinan and the San Francisco Public Defender Jeff Brown seeking to determine the options available to the Richmond District Attorney and clarification of the issues beyond that which was reported by the media. In addition, the Committee will review the results of its Data Collection efforts, identify agencies/organizations to be to be represented on the Committee; recruit youth members; and recommend future agenda items.

Commissioner Jaicks reported on the Intergroup Tensions Task Force highlighting on which he works together with Chair Janine Chagoya. Two meetings occured discussions with students, teachers, administrators, and community people have and discussion items on such as: Schools with the greatest problems not receiving the intergroup tension programs; homophobic teachers; teachers playing favoritism with the race they identify with. The teachers as well face major problems of overcrowding, lack of resources; and students facing geographic as well as environmental problems. The teachers, representing various schools discussed the part that 5% of the teachers in San Francisco are either homophobic or racist or both. The next meeting will be held on 6/17/96 with representatives from Unions; 6/20//96 representatives from the teachers union will present some issues. The work of the Task Force is in conjunction with Sgt. Jefferies program which is gathering the statistical information for the Committee.

TASK FORCE REPORTS

American Indian Business Development Task Force

Commissioner Bamba stated that the Task Force is going ahead with gathering anecdotal evidence to include American Indians as a minority group to receive the preference point under the 12D Ordinance.

Native American/American Indian Social and Cultural Services Task Force

Director Lee stated that the Task Force is going through the surveys received and compiling the information in order to report back to the Commission.

Religious Service Providers Task Force

Commissioner Knutzen reported that the Task Force is now in the process of devising two surveys; one for religious organizations, the other for community organizations to discuss possible conflicts between religious organizations and the type of service they provide.

NEW BUSINESS

Commissioner Chong requested that Director Lee write a letter condemning the burning of churches in the South. Commissioner Knutzen stated that the letter should include that the HRC believes these are racially motivated hate crimes.

UNFINISHED BUSINESS

Commissioner Jaicks reported that he attended the Police Commission meeting on May 22, 1996 conerning arbitration and disciplinary action. The meeting showed a big struggle between the Police Commission and the Union on how to proceed. Former Supreme Court Justice Joseph Grodin, Attorney John Pego, and John Crew from the ACLU working attendance. John Crew from the ACLU spoke and discussed the problems in the community and the extraordinary power that the police has in dealing with the community. Commissioner Jaicks reported then about what the HRC's concerns were in sensitivity training accross the board; as an individual he also told the commission that until the police department recognizes the problems facing the relationship betwen most ethnic minorities and the lesbian gay bisexual transgender community, the policy arbitration doesn't make any difference. Justice Joseph Grodin agreed with the HRCs concerns on sensitivity training.

Director Lee stated that he met with the San Francisco Chamber of Commerce giving them a presentation on how the MBE/WBE/LBE Ordinance works. Within 20 minutes the chamber approved a resolution opposing CCRI, a copy of this resolution is in tonight's correspondence file.

CALENDAR MATTERS

Director Lee, on behalf of both the American Indian Business Development Task Force and the Native American/American Indian Social and Cultural Services Task Force invited everyone to a reception honoring former Supervisor Willie B. Kennedy on 6/24/96 at 6:00 p.m. at 25 Van Ness Avenue, on the 6th floor.

The next community meeting will take place at Luther Burbank Junior High School on Thursday, July 11, 1996. Director Lee reported that the meeting will be to listen to any human rights issues that are occuring in that community. Director Lee will ask other City officials to be present in case there are questions from the public.

NEXT MEETING

DATE:	Thursday, June 27, 1996
TIME:	4:30 P.M.
PLACE:	25 Van Ness Avenue #800 San Francisco, CA 94102

All committees and task forces meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

EMPLOYMENT	Thursday, August 1, 1996 2:00 P.M.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, July 16, 1996 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Wednesday, July 17, 1996 5:30 P.M.
YOUTH AND EDUCATION	Thursday, July 18, 1996 3:30 P.M.
AMERICAN INDIAN TASK FORCE BUSINESS DEVELOPMENT	
AMERICAN INDIAN TASK FORCE ON SOCIAL AND CULTURAL ISSUES	

ADJOURNMENT

Commissioner Knutzen adjourned the meeting at 6:35 p.m. in honor of Shelley Elvira Salieri whom we all knew from different meetings in the community. Shelley was instrumental in devising and presenting the Transgender Ordinance.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission

Dispute Resolution
Contract Compliance
Minority/Women Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

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REGULAR MEETING

Edwin M. Lee
Director

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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THURSDAY, JUNE 27, 1996

4:30 P.M.

25 VAN NESS AVENUE
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☞ *Disability Access*

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ROSTER OF COMMISSIONERS

Martha Knutzen, Chair
Frank Chong, Vice Chair
Marivic Bamba
Youn-Cha Shin Chey
Agar Jaicks
Comer Marshall
German Martinez
Rhonda Rochon
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Melecio Santos

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of June 13, 1996.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

   (a) Approval of Letter to U.S. Attorney General Janet Reno re: Convening a White House Conference to Address the Burning of Black Churches, Climate of Intolerance and Equal Opportunity.

   (b) Budget Update.

   (c) Preliminary Agenda for July 11, 1996 HRC Community Meeting.

   (d) Discussion of Challenges to Affirmative Action.

   (e) Report on meeting with the Immigration and Naturalization Service.

6. COMMITTEE REPORTS

   (a) Lesbian Gay Bisexual Transgender Advisory Committee
   Commissioner Martha Knutzen, Chair
   Commissioner Agar Jaicks, Vice Chair
   Commissioner Antonio Salazar-Hobson, Member
   Larry Brinkin, Committee Staff

(1) Committee Report.

(2) Approval of Resolution in Support of the Right of Same-Sex Couples to Marry.

(3) Approval of Letter to Board of Supervisors President Kevin Shelley re: funding for addressing same-sex domestic violence.

(4) Approval of Letter to State Legislature ;calling for defeat of AB (Assembly Bill) 2248 which would weaken HIV education programs in public schools.

(5) Approval of Letter to Mary Dunlap, congratulating her for her appointment as Director of the Office of Citizen Complaints.

(6) Approval of Letter to Beacon Press, encouraging them to consider the publication of positive writings on the transgender community.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, July 16, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Youth and Education Committee
Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Melecio Santos, Vice Chair
Commissioner Youn-Cha Shin Chey, Member
Commissioner Agar Jaicks, Member
Gail P. Roberts, Committee Staff

(1) Committee Report.

(2) Approval of Letter to Berkeley Board of Education President Pamela Doolan re: 1996 Berkeley High Yearbook Slurs.

(3) Approval of Letters to District Attorney Terence Hallinan and Public Defender Jeff Brown re: a six year child accused of attempted murder.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, August 15, 1996, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) MBE/WBE/LBE Advisory Committee
Commissioner Comer Marshall, Chair
Commissioner Marivic Bamba, Vice Chair
Commissioner German Martinez, Member
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, July 17, 1996, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Employment Committee
Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, August 1, 1996, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(e) Issues Committee
Commissioner Antonio Salazar-Hobson, Chair
Commissioner German Martinez, Vice Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

(1) No Committee Report.

NOTE: *Meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Marivic Bamba, Commission Liaison
Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

City and County of San Francisco

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
25 Van Ness Avenue, Eighth Floor
San Francisco, CA. 94102
(415) 252-2500
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MINUTES OF THE COMMISSION MEETING OF THURSDAY, JUNE 27, 1996.

Commission Chair Martha Knutzen called the meeting to order at 4:35 p.m.

ROLL CALL

Commissioners

Present: Martha Knutzen, Chair; Frank Chong; Vice Chair, Marivic Bamba, Agar Jaicks, Comer Marshall, German Martinez, Rhonda Rochon, Antonio Salazar-Hobson, Ghada Saliba-Malouf and Mel Santos.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Larry Brinkin, James Fields, and Gail Roberts.

Guests:

Aimee Barnes; Sydney Clemens; Mary Edwards; Anders Harrington, Cotonoan/Ohlone Nation; J. Norberto, Costonoa/Ohlone Nation; Lee Sprague, Costonoan/Ohlone Nation; Jaime E. Vasquez.

GENERAL COMMUNICATIONS

The General Communications file was circulated.

REPORT OF THE CHAIR

Commission Chair Knutzen met with Mayor Brown. She reported to Mayor Brown, the Commission's goals and objectives, as well as the media hearing, the community meeting, and increasing visibility and access to the HRC. She also reported the Excelsior district meeting, and the desire of the Commission integrating the Youth Summit issues with the HRC's Youth and Education Committee as well as the Queer Youth Hearing. They also spoke about the mission of the MBE/WBE Committee as well as the other committees. Mayor Brown gave her the impression that the Commission is doing well.

Commissioner Knutzen reported that the reception honoring Supervisor Willie Kennedy was held. Supervisor Kennedy gave an eloquent speach regarding the role of Native American/American Indians and she offered her continued help and valuable resources.

Commissioner Knutzen reported on a meeting held with the Immigration and Naturalization Service(INS). The INS understood the HRC's concerns, including allowing more community input and outreach.

REPORT OF THE DIRECTOR

Approval of Letter to U.S. Attorney General Janet Reno re: Concerning a White House Conference to Address the Burning of Black Churches, Climate of Intolerance and Equal Opportunity.

Commissioner Marshall stated his concern regarding the burning of the churches, and the delayed action being taken by the U.S. Government. Another concern was that insurance companies were unilaterally canceling church's policy because of fear. Commissioner Marshall urged the HRC to follow-up with the issue and make sure that the issue does not get overlooked.

***Moved (Marshall)\Seconded (Rochon) unanimously in favor to send the letter to President Clinton with some corrections.

Answering a question from Commissioner Knutzen, Director Lee stated that Supervisor Amos Brown is introducing a similar resolution at the Board of Supervisors. Director Lee suggested that the Issues Committee work closely with Supervisor Brown. Commissioner Chong stated that a strategy between cities and States should be coordinated to ensure that everyone is supportive of the Conference.

Budget Update

Director Lee reported that the HRC budget is at the Board of Supervisors for their approval and it was presented without any cuts.

Community Meeting

Director Lee explained that at the Community meeting, the Commission will listen to the issues at the Excelsior, Visitacion Valley, Oceanview, Merced and Ingleside. Mary Dunlap, new OCC Director, will join the Commissioners at the meeting. Commissioner Santos stated that the District Attorney is investigating criminal justice issues in that

neighborhood and he would like the DA's office invited.

Discussion of Challenges to Affirmative Action

Director Lee stated that he received a letter from the Committee on No on CCRI. Individuals will be receiving similar letters from this Committee.

Report on meeting with the Department of Immigration and Naturalization Service.

Director Lee reported that the meeting was held to discuss issues of concerns from the Commission. He thanked INS Associate Commissioner and representatives for cooperating with a meeting. The meeting was very helpful in discussed issues regarding the residents of San Francisco. One of the issues dicussed was the enforcement policy for illegal workers. The INS do not have at this time a procedure to follow and Director Lee requested that a letter be sent with HRC's input regarding the issue.

Commissioner Martinez stated his concern that enforcing the new law, without rules and regulations, will be rid with civil rights violations and discrimination.

Answering a question from Commissioner Salazar-Hobson, Director Lee stated that the INS Assistant Commissioner reported that they will enforce the law against employers who hire illegal workers. There is a policy which is being reviewed internally, by the INS. Director Lee believes that if the policy is only reviewed internally it will not have the benefit of input from community groups, or advocates who are aware of infractions and discrimination.

Commissioner Martinez stated that the 1996 Immigration Act has opened the door for discrimination and the INS and their educational consultant are aware of the problems. They are trying to protect the people who, because of their looks, are discriminated against even when they only ask for an employment application.

Commissioner Jaicks stated that the issue of what happens to children and their families, impact on education for these children needs to be also addressed.

***Moved (Martinez)\Seconded (Marshall)\ unanimous in favor to send a letter to the INS representatives regarding enforcement of their new regulation regarding illegal workers, as well as incorporating the Commissioner's input.

COMMITTEE REPORTS

Employment Committee

Commissioner Rochon called upon Frank Anderson for the report. Mr. Anderson reported that a Summer Youth Program is scheduled to begin July 1, 1996. However, there are 300 less jobs this year, and this means that 300 youths will not receive a job placement.

Frank Anderson reported that last year, Supervisor Terence Hallinan filed a complaint with the HRC against Camp Mather. The Camp is administered by the Recreation and Parks Department. Director Lee conducted an investigation and held several meetings to discuss their job placement and affirmative action program. This year, in spite of all his effort, only 78 youths were recruited. The employment committee is discussing the issue at Camp Mather along with the City Department in charge of administrating the program.

Director Lee recommended that the Human Rights Commission send a letter to the Recreation and Park Commission stating that hiring at Camp Mather not be done until there is an Affirmative Action Plan filed with the Human Rights Commission.

***Moved (Marshall)\Seconded (Jaicks)\Unanimously in favor to request that the staff draft a letter to be sent by the Commission regarding Camp Mather.

Mr. Anderson reported that the Committee is processing a request from Supervisor Teng regarding the impact of CCRI at the HRC. A four-year backlog in gathering affirmative action information at the EEO office at Department of Human Resources exists at this time because of staff shortage. Therefore, gathering the information for the report has proven difficult. The City Attorney's Office is also conducting an investigation regarding the impact of CCRI. The Employment Committee also heard a presentation from Mr. Simi Tang, Acting Director of the Chinese for Affirmative Action, Regarding the Airport's Stabilization Plan. They are having second thoughts about their endorsement of this program since they didn't take into consideration the impact that the plan would have on MBEs and WBEs. Community Based Organizations(CBO) are also revisiting the plan to review its impact on CBO's and small businesses.

Mr. Anderson reported that the Broadcast Skill Bank is a 25 year old program training minority/women in the industry. They also teach public relations, advertising and prep. media. They will be coming to the Commission to present their program at a later date.

Mr. Anderson reported regarding the Garment Industry and Sweatshop Watch.

Mr. Anderson announced that on July 19, 1996 at the Mission Cultural Center there is an

exhibition entitled "Faces behind the Label", and he urged Commissioners to attend.

Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Knutzen reported that the HRC will have a booth at this year's Gay Pride Parade. 500,000 people are anticipated to attend the parade. This year, the Parade will culminate after a two day event at the Embarcadero. The HRC staff will have a booth, with brochures on AIDS, Affirmative Action, Youths, and others. Larry Brinkin will speak on Affirmative Action and Cynthia Goldstein prepared an article on why Affirmative Action is important. Commissioner Knutzen commended the staff for their work. The Youth Task Force is discussing integrating options for the Youth Hearing scheduled for October, which may be moved to September.

Approval of Letter to Board of Supervisors President Kevin Shelley re: funding for addressing same-sex domestic violence.

***Moved (Rochon)\Seconded (Saliba-Malouf)\Unanimously in favor to send letter.

Approval of Letter to State Legislature calling to defeat of AB (Assembly Bill) 2248 which would weaken HIV education programs in public schools.

***Moved (Jaicks)\Seconded (Marshall)\Unanimously in favor to send letter.

Approval of Letter to Mary Dunlap, congratulating her for her appointment as Director of the Office of Citizen Complaints.

***Moved (Jaicks)\Seconded (Marshall)\Unanimously in favor to send letter.

Approval of Letter to Beacon Press, encouraging them to consider the publication of positive writing on the transgender community.

***Moved (Jaicks)\Seconded (Saliba-Malouf)\Unanimously in favor to send letter.

Approval of Resolution in Support of the Right of Same-Sex Couples to Marry.

***Moved (Rochon)\Seconded (Jaicks)\Unanimously in favor to approve the following resolution.

RESOLUTION IN SUPPORT OF THE RIGHT OF SAME-SEX COUPLES TO MARRY

WHEREAS, the freedom to marry has long been recognized by many as

a personal right essential to the pursuit of happiness; and

WHEREAS, marriage is an institution regulated by the government that places upon the married couple many significant rights and responsibilities; and

WHEREAS, without the right to marry, most same-sex couples are denied a large number of rights and privileges including: access to health and pension benefits; the ability to adopt children and provide these children with the rights and protection that come from having two legal parents; the ability to inherit from each other without the preparation of legal documents; financial advantages in the payment of taxes; and, where one partner lives in another country, eligibility under the marriage provisions of U.S. immigration laws; and

WHEREAS, extending marriage rights to same-sex couples will strengthen the family and will encourage and support family values such as stability, nurturance and contribution to society;

THEREFORE BE IT RESOLVED, that the San Francisco Human Rights Commission calls upon the legislators of the City and County of San Francisco, the State of California and the U.S. government to endorse and recognize the legalization of same-sex marriage.

Youth and Education Committee

Commissioner Ghada Saliba-Malouf reported that the Youth and Education Committee met on Thursday, June 20, 1996. She called upon Gail Roberts for the Committee report. The Committee discussed slurs which were included in the Berkeley High 1996 Yearbook. A letter to the President of the Berkeley Board of Education is being presented to the Commission for action. Commissioner Saliba-Malouf reported on the presentation of Supervisor Yaki to the June 13, 1996 HRC meeting on the Youth Summit to be held October 5th,6th, and 7th with three co-chairs: Mayor Brown, Superintendent Rojas, and Supervisor Yaki. HRC anticipates being involved. As part of its ongoing discussion of and research into addressing violence prevention among youth, the Youth and Education Committee, at its June 20, 1996 meeting, the Committee heard presentations from representatives of from the United Educators of San Francisco representatives. Their chief spokesperson was Kent Mitchell, Treasurer of UESF and a former member of the

Committee. Commissioner Jaicks and Janine Chagoya reported on the June 17, 1996 June 19, 1996 meetings of the Intergroup Tension Abatement Task Force. The Committee will not meet during July. At its August 15, 1996 meeting, the Community Board of San Francisco will describe its conflict resolution program in the schools. Linda Asato, Program & Planning Analyst for the SFUSD and a member of the Committee, will report on the two day planning workshop the School District held in May. In addition, the Committee will review the results of its Data Collection efforts; identify agencies/organizations to be to be represented on the Committee; the recruitment of youth members; and recommend future agenda items.

Approval of Letter to Berkeley Board of Education President Pamela Doolan re: 1996 Berkeley High Yearbook Slurs.

***Moved (Chey)\Seconded (Chong)\Unanimously in favor to approve the letter.

Answering a question from Sydney Clemens, Commissioner Saliba-Malouf stated that the Youth and Education Committee discussed the issue of the Richmond Boy charged with murder and, after much discussion there was no consensus on sending a letter or pursuing the issue further.

Commissioner Knutzen requested that the letter be discussed at the next meeting.

MBE/WBE/LBE Advisory Committee

Commissioner Marshall stated that the MBE/WBE/LBE Committee Advisory Committee met on Wednesday, June 19, 1996. Commissioner Marshall appointed Committee members to the following subcommittees to study proposed changes to the MBE/WBE/LBE Ordinance: (a) Numerical Incentives: Tony Ruiz, Chair; Shirley Dimapilis, and Allen Wong. Two existing Committee priorities: setting goals for MBE/WBE/LBE participation goals regarding professional service; and setting aside contracts in a certain area if the MBE/WBE/LBE participation goals are not met were added to this Subcommittee's responsibilities. (b) Size Standards: Joe Aliling, Chair; and Kevin Lawson. (c) Program Scope: Henry Chang, Chair; and Greg Roja. (d) Program Administration: Darlene Mar, Chair; Ivan Munoz, and Robert Chiang. An existing Committee priority: implementing a process to penalize noncompliance, especially regarding subcontractors was added to this Subcommittee's responsibilities. Gail Roberts reported on the status of certification 50 Pending Applications as of 06/19/96: 30 Certification, 10 Recertification, and 10 Registry. 706 Applications received since 07/01/95: 401 Certification; 178 Recertification, and 127 Registry. 1947 Certification, Recertification, and Registry completed since 07/01/95. 1200 Certification, Recertification, and Registry Backlog as of

07/01/96. Director Lee reported that the Coalition for Economic Equity has identified problems with the San Francisco Airport Project Stabilization Agreement (PSA) and barriers the PSA creates for MBE/WBE participation in SFIA contracts. The HRC will establish a meeting with the Airport to discuss the PSA. Director Lee announced that City and Country departments had requested a delay in HRC acting upon acceptance of the Fiscal Year 1994-95 Minority/Women/Locally-owned Business Enterprise Program Progress Report in order to have the opportunity to analyze the contracting data which had been sent to each of the departments. Calvin Welch, representing the Council of Community Housing Organizations, described the Council and explained that, on June 13, 1996, he met with Aileen Hernandez of the Coalition for Economic Equity to discuss their proposed changes to the MBE/WBE/LBE Ordinance. Mr. Welch anticipated a mutually satisfactory resolution by the July 17, 1996 meeting of the Committee. Calvin Welch was invited to participate on the Program Scope Subcommittee. Public Testimony regarding possible changes to the MBE/WBE/LBE Ordinance was solicited; however, none was received. Harry Jamerson questioned whether or not prime contractors adhere to "Good Faith Efforts". He was particularly concerned that general contractors routinely draw subcontractors from specific specialties to the virtual inclusion of other trades, such as concrete. Possible remedies were discussed including setting trade specific goals. For the July 17, 1996 meeting, Mark Primeau, the newly appointed Director of Public Works, will be introduced and invited to discuss his plans for DPW. In addition, John Mack, BART's Affirmative Action Officer, will be invited to the July 17, 1996 meeting to discuss contracting opportunities for the proposed two new BART stations to SFIA. The Committee will follow up upon the impact of the SFIA's Project Labor Stabilization Agreement on MBE/WBE participation. The Committee will consider the following: inclusion of Federal and State funded Projects in the MBE/WBE/LBE Program and possible changes to "Good Faith Efforts".

UNFINISHED BUSINESS

Commissioner Jaicks requested that the Commission write a letter of support to Nancy Pelosi's issue regarding the Internet restrictions and first amendment rights. The issue was referred to the Issues Committee as requested by Commissioner Salazar-Hobson.

***Moved (Jaicks)\Seconded (Rochon)\Unanimously in favor to refer this issue to the Issues Committee.

Answering a question from Commissioner Rochon on hate mail addressed to Pansy Waller at HRC/SFIA, Director Lee stated that letters were received by several staff members, including him. The letter is sent anonymously. Director Lee beleives that hate mail is foreseeable when staff proceeds with enforcing the law.

VISITORS

Mr. Anders Hartington, Mr. Lee Sprague, and Mr. J. Norberto reported on improprieties against the Costanoan/Ohlone Nation.

CALENDAR MATTERS

NEXT MEETING

DATE: Thursday, July 11, 1996

TIME: 5:00 P.M.

PLACE: Luther Burbank Junior High School
La Grande Avenue
San Francisco, CA 94112

All committees and task forces meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

EMPLOYMENT	Thursday, August 1, 1996 2:00 P.M.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, July 16, 1996 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Wednesday, July 17, 1996 5:30 P.M.
YOUTH AND EDUCATION	Thursday, July 18, 1996 3:30 P.M.
AMERICAN INDIAN TASK FORCE BUSINESS DEVELOPMENT	
AMERICAN INDIAN TASK FORCE ON	

SOCIAL AND CULTURAL ISSUES

ADJOURNMENT

Commissioner Knutzen adjourned the meeting at 6:30 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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THE SAN FRANCISCO HUMAN RIGHTS COMMISSION

WANTS TO HEAR FROM YOU!

The Human Rights Commission would like to hear your comments and concerns regarding discrimination, police and fire department issues, affirmative action, and other human rights issues.

THE COMMISSION WILL HOLD A NEIGHBORHOOD MEETING

WHEN: THURSDAY, JULY 11, 1996
5:00 P.M. - 7:00 P.M.

WHERE: LUTHER BURBANK MIDDLE SCHOOL
325 LA GRANDE AVENUE
(John McLaren Park)

INFO: For Information Call (415) 252-2500
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City and County of San Francisco

Human Rights Commission

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Lesbian Gay Bisexual Transgender & HIV Discrimination

REGULAR MEETING

Edwin M. Lee
Director

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, AUGUST 08, 1996

4:30 P.M.

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In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

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Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.

For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 554-6075.

ROSTER OF COMMISSIONERS

Martha Knutzen, Chair
Frank Chong, Vice Chair
Marivic Bamba
Youn-Cha Shin Chey
Agar Jaicks
Comer Marshall
German Martinez
Rhonda Rochon
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Melecio Santos

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

(a) Regular meetings of June 13, 1996 and June 27, 1996.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR **TIME CERTAIN: 5:00 P.M.**

(a) July 11, 1996 Neighborhood Commission meeting.

(b) Resolution in suport of Japantown/Western Addition Community re: disposition of YWCA Building.

(c) Resolution in support of Chinatown Community re: disposition of YWCA Building.

(d) Discussion and Update re: the YWCA's plans and procedures for the sale of buildings in Chinatown and Japantown/Western Addition.

(e) Discussion of the Impact of the National Welfare Reform Act.

5. REPORT OF THE DIRECTOR

(a) Update on City Charter Changes: John Kennedy, Esq. and Jane Lee, Esq., City Attorney's Office.

(b) Approval of 1997 CDBG (Community Development Block Grant) grants.

(c) Discussion of Challenges to Affirmative Action.

6. COMMITTEE REPORTS

(a) Youth and Education Committee
Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Melecio Santos, Vice Chair
Commissioner Youn-Cha Shin Chey, Member
Commissioner Agar Jaicks, Member
Gail P. Roberts, Committee Staff

(1) Approval in Principle of Letter to City of Richmond District Attorney re: punishment of 6 Year Old Boy.

(2) No Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, August 15, 1996, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) MBE/WBE/LBE Advisory Committee
Commissioner Comer Marshall, Chair
Commissioner Marivic Bamba, Vice Chair
Commissioner German Martinez, Member
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, August 21, 1996, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Issues Committee
Commissioner Antonio Salazar-Hobson, Chair
Commissioner German Martinez, Vice Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

(1) Committee Report.

(2) Approval of a Letter to Mayor Willie Brown, Jr., expressing concern over the displacement of African Americans from San Francisco by the Housing Authority in the HOPE VI projects.

NOTE: *Meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Commissioner Antonio Salazar-Hobson, Member
Larry Brinkin, Committee Staff

(1) Committee Report.

(2) Approval of Letter to Health Service System Board Calling for the Removal of Exclusions in City Insurance Plans for Transgender Treatments.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, August 20, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Employment Committee
Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, September 5, 1996, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

7. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Marivic Bamba, Commission Liaison
Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *Meetings of the American Indian Business Development Task Force are held at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social and Cultural Services Task Force

Connie Bear King, Chair
Ladonna Osborne, Vice Chair
Donald Hesse, Task Force Staff

(1) No Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social and Cultural Services Task Force are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

10. NEW BUSINESS

11. CALENDAR MATTERS

(a) September 26, 1996 Public Hearing on Lesbian Gay Bisexual Transgender Youth Issues.

(b) Scheduling of Neighborhood Meeting in the South of Market District.

12. ADJOURNMENT

NEXT MEETING: THURSDAY, SEPTEMBER 12, 1996

City and County of San Francisco

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

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ITEM 4.(b)

August 8, 1996 meeting

RESOLUTION IN SUPPORT OF THE JAPANTOWN/WESTERN ADDITION COMMUNITY RE: DISPOSITION OF YWCA BUILDING.

WHEREAS, the San Francisco Human Rights Commission at its community meeting of July 11, 1996 heard testimony from Richard Wada representing the Japanese/American Community; and

WHEREAS, in 1920, the Executive Committee of the YWCA recognized that the Japanese community was raising funds to purchase a house to be used for the Japanese YWCA and that the property was to be bought by the local Association and held in trust for the Japanese YWCA; and

WHEREAS, various community groups are not adequately informed about the planned use of proceeds from the sale of the YWCA building, so as to assure continuation of community-sponsored services;

THEREFORE, BE IT RESOLVED that the Human Rights Commission wholeheartedly supports the resolution under consideration at the Board of Supervisors; and

FURTHER BE IT RESOLVED, that the Human Rights Commission is concerned with the possibility that various ethnic groups may be pitted against each other under a wholly inadequate community process that has thus far been engaged; and

FURTHER BE IT RESOLVED, that the Commission desires that no sales activities be pursued until adequate public forums are scheduled and held in order to ensure maximum community input about these historic agreements, conditions and the reasons for these building sales.

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City and County of San Francisco

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Edwin M. Lee
Director

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ITEM 4.(c) August 8, 1996 meeting.

RESOLUTION IN SUPPORT OF THE CHINATOWN COMMUNITY RE: DISPOSITION OF YWCA BUILDING.

WHEREAS, the San Francisco Human Rights Commission at its community meeting of July 11, 1996 heard testimony from Christine Yee representing the Chinatown Community; and

WHEREAS, the historic significance of the YWCA building are well document and chronicled; and

WHEREAS, there is tremendous financial and community support given by the community to past and present YWCA programs, as well as the purchase of the building, to guarantee adequate and appropriate input from residents, users, community-based agencies and service providers, prior to selling the building ont he open market, and

WHEREAS, various community groups are not adequately informed about the planned use of proceeds from the sale of the YWCA building, so as to assure continuation of community-sponsored services

THEREFORE, BE IT RESOLVED that the Human Rights Commission wholeheartedly supports the resolution under consideration at the Board of Supervisors; and

FURTHER BE IT RESOLVED, that the Human Rights Commission is concerned with the possibility that various ethnic groups may be pitted against each other under a wholly inadequate community process that has thus far been engaged; and

FURTHER BE IT RESOLVED, that the Commission desires that no sales activities be pursued until adequate public forums are scheduled and held in order to ensure maximum community input about these historic agreements, conditions and the reasons for these building sales.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, AUGUST 9, 1996.

Commission Chair Martha Knutzen called the meeting to order at 4:30 p.m.

ROLL CALL

Commissioners

Present: Martha Knutzen, Chair; Frank Chong; Vice Chair, Marivic Bamba, Youn-Cha Shin Chey, Agar Jaicks, Comer Marshall, German Martinez, Rhonda Rochon, Antonio Salazar-Hobson, Ghada Saliba-Malouf and Mel Santos.

HRC Staff

Present: Edwin M. Lee, Director; Maria Cordero, Cynthia Goldstein, Don Hesse, and Gail Roberts.

Guests: Jeff Adachi, SFJACL; Lili Abiko, past member YWCA; Sherrill Cook, YWCA; Tony Chow, NLF; Sydney Clemens; Kiyomi Davis, NLF; Susan Fukuhara Wilson, NLF; Judy Hamaguchi, Uta Hirota, past member YWCA; Linda Hills, YWCA; David Ishida, Commission on Aging; Terrye Ivy, SFPD; Mabel Jung, ADHCC; Harry Jamerson; S.Fukuha J.;John Kennedy, Deputy City Attorney; Karen Kim, NLF; Gary Kitahata, NLF; Donna Kotake, Sup.Mabel Teng; Gimmy Park Li, Chinatown YWCA; Cheryl Lam, YWCA; James D. Moore, NLF; Naomi Miura, NLF; Mari Matsumato, NLF; Sidney Matsu; Kaz Maniwa; Gwendolyn Maikhan, YWCA-Western Adddition;Toshio Nawa, NABAYA; Steve Navajo, Kimochi; John Oshima, NLF; Jon Osaki, JCYC; Karen Pojmann; Don Robins, NLF; Jonnie Robinson, Mayor's Office; Mat Sinl, Operation Conflict; Kenji Taguma, NichiBeiTimes; Richard Wada, JADC; and Joanne Yee, APDC/DCA.

GENERAL COMMUNICATIONS

The General Communications file was circulated.

APPROVAL OF MINUTES

***Moved (Marshall)\Seconded (Rochon)\Unanimously approved the minutes of the regular Commission meetings of June 13, 1996, and June 27, 1996.

REPORT OF THE CHAIR

Commissioner Knutzen reported that at the last community meeting issues regarding the sale of two YWCA buildings were brought up to the Commission by the respective community. At the meeting there was overwhelming support that the HRC aid the community asking the Board of the YWCA to meet with these communities. Subsequently, the YWCA has held a public forum and meeting with the two communities. Commissioner Knutzen also invited the Board members to the meeting in order for them to have a public forum and present their side of the process.

Commissioner Knutzen stated that the Commissioners were appointed seven months ago. She asked that Commissioners submit views regarding where the HRC's goals and objectives should be focus and bring them back at the next Commission meeting.

Commissioner Knutzen urged all Commissioners to get involved, and organized to work against proposition 209. She requested that Commissioner bring their ideas regarding this issue at the next Commission meeting.

Commissioner Knutzen requested that Deputy City Attorney John Kennedy advise the Commissioners regarding endorsing political legislature.

Mr. Kennedy stated that the Commission falls under the jurisdiction of the Executive Branch of the Mayor. Mr. Kennedy submitted documentation to the Commission regarding the changes on the Charter. Regarding endorsing candidates or political activism, Mr. Kennedy stated that city staff, or city equipment such as fax machines, copier cannot be used for political purposes. However, any activities outside of work are entirely appropriate.

Mr. Kennedy introduced Deputy City Attorney Jayne Lee who has been assigned to the Human Rights Commission.

Commissioner Chong thanked Mr. Kennedy and welcomed Ms. Lee.

RESOLUTION IN SUPPORT OF THE CHINATOWN COMMUNITY RE: DISPOSITION OF YWCA BUILDING.

***Moved (Knutzen)\Seconded (Chey)\Unanimously in favor to approve the following resolution.

WHEREAS, the San Francisco Human Rights Commission at its community meeting of July 11, 1996 heard testimony from Christine Yee representing the Chinatown Community; and

WHEREAS, the historic significance of the YWCA building are well document and chronicled; and

WHEREAS, there is tremendous financial and community support given by the community to past and present YWCA programs, as well as the purchase of the building, to guarantee adequate and appropriate input from residents, users, community-based agencies and service providers, prior to selling the building ont he open market, and

WHEREAS, various community groups are not adequately informed about the planned use of proceeds from the sale of the YWCA building, so as to assure continuation of community-sponsored services

THEREFORE, BE IT RESOLVED that the Human Rights Commission wholeheartedly supports the resolution under consideration at the Board of Supervisors; and

FURTHER BE IT RESOLVED, that the Human Rights Commission is concerned with the possibility that various ethnic groups may be pitted against each other under a wholly inadequate community process that has thus far been engaged; and

FURTHER BE IT RESOLVED, that the Commission desires that no sales activities be pursued until adequate public forums are scheduled and held in order to ensure maximum community input about these historic agreements, conditions and the reasons for these building sales.

RESOLUTION IN SUPPORT OF THE JAPANTOWN/WESTERN ADDITION COMMUNITY RE: DISPOSITION OF YWCA BUILDING.

***Moved (Knutzen)\Seconded (Jaicks) Unanimously in favor to approve the following resolution.

WHEREAS, the San Francisco Human Rights Commission at its community meeting of July 11, 1996 heard testimony from Richard Wada representing the Japanese/American Community; and

WHEREAS, in 1920, the Executive Committee of the YWCA recognized that the Japanese community was raising funds to purchase a house to be used for the Japanese YWCA and that the property was to be bought by the local Association and held in trust for the Japanese YWCA; and

WHEREAS, various community groups are not adequately informed about the planned use of proceeds from the sale of the YWCA building, so as to assure continuation of community-sponsored services;

THEREFORE, BE IT RESOLVED that the Human Rights Commission wholeheartedly supports the resolution under consideration at the Board of Supervisors; and

FURTHER BE IT RESOLVED, that the Human Rights Commission is concerned with the possibility that various ethnic groups may be pitted against each other under a wholly inadequate community process that has thus far been engaged; and

FURTHER BE IT RESOLVED, that the Commission desires that no sales activities be pursued until adequate public forums are scheduled and held in order to ensure maximum community input about these historic agreements, conditions and the reasons for these building sales.

Discussion and Update re: the YWCA's plans and procedures for the sale of buildings in Chinatown and Japantown/Western Addition.

Lois Markovich, President of the Board at YWCA made a presentation regarding the building and the process of selling the YWCA. She stated that the YWCA made a very difficult decision of selling after reports came in regarding the financial situation at the YWCA. Ms. Markovich stated that it was never the Board's intent to undermine the values of the community. The Board also met with Supervisor Teng regarding the issues and held a press conference. Ms. Markovich stated that the financial situation would allow YWCA/Japantown-Western Addition to remain opened until September 15, 1996. Ms. Morovich introduced two other YWCA Board Member, Ms. Linda David-Stills, Vice-President who will be co-chairing the committee for the Japantown/Western Addition; Cheryl Wade, Treasurer of YWCA.

Steve Nakaju, Executive Director of Kimochi, a fire commissioner, faculty member of SFSU and CCSF, stated that this is a very serious dilemma for the community. He thanked the commissioners and Director Lee. He stated that the Japantown community is awaiting to have a meeting with the YWCA Board. He stated that the senior board at the YWCA feels as well as he believes that the YWCA was built and kept by the Japantown community. He stated that it is difficult to come up with 1.6 million financing

to keep the YWCA in the community in the 60 days which is the allowable time by the YWCA. He is not quite sure that the asking price is equitable to a financial study performed at their cost. Again, Mr. Nakaju, stated that this issue is very important in order to preserve the community.

Jara Katahana, former Redevelopment Commissioner, thanked the HRC for becoming involved and stated that it was very important for the HRC to continue with the issue.

Susan Pacahara Yu submitted a written statement regarding the sale of the YWCA at the Western Addition. She stated that her daughter attends the Nihonmachi Little Friends (NLF) daycare housed at the YWCA/Japantown-Western Addition. She stressed the point that it was very important to continue the services of the NLF for the children and parents in the area.

Karen Kai a parent representative on the Board of Director of Nihonmachi Little Friends, she submitted a written statement to the Commission regarding the impact that the closing of the YWCA, and the takeover of a community based program such as NLF would do to the community of Japantown/Western Addition. She gave a historical presentation of discrimination against Japanese Americans. She stated that the parents are in "agreement with the position statement put forth by the Japanese American and African American Steering Committee on the Sale of the Western Addition YWCA."

Commissioner Chong recognize Ms. Kai as a former member and former Chair of the Human Rights Commission.

Paul Osaki, Executive Director of the Japanese Cultural Center, thanked the HRC for their swift decision in supporting the YWCA's resolutions addressed to the Board of Supervisors. He stated that he has been besieged by calls from all over the Bay Area, from as far as Sacramento, supporting community in their quest not to loose the YWCA. He stated that the building is not only a building but part of their history for their future. He requested that the YWCA Board extend the timeline from 30 to at least 60 days. He urged the Board to see that finance should not be the only consideration to the sale of the property. Mr. Osaki presented a written statement from the Japanese American and African American Steering Committee on the Sale of the Western Addition YWCA.

Mari Matsumoto, stated that Nihonmachi Little Friend is a daycare center, the YWCA is an ideal location allowing to share resources with the after school programs, and the school. NLF has occupied the YWCA site for eleven years. Ms. Matsumoto stated that the parents concern is whether or not there would be a daycare center in the vicinity. Ms. Matsumoto assured the parents that NLF will continue and is in the process of looking for a facility; however, it is very difficult to find a place to house a daycare within the

Japantown/Western Addition. She requested that the YWCA Board negotiate in good faith, and extend the 30 day deadline for bidding.

Jeff Adachi, President of the San Francisco Chapter of the JACL. He stated that this organization is one of the largest representing over 25,000 Japanese Americans nationwide. He voiced his concern and support to keep the YWCA within the community. He doesn't criticize the Board members present;however, the community felt they were not consulted and are not being represented.

(e) Discussion of the Impact of the National Welfare Reform Act.

Commissioner Knutzen reported that she had requested Commissioner Chong and Commissioner Martinez to be involved in the discussions and attend the forthcoming meetings regarding the National Welfare Reform Act and the impact that it will have on people of color.

Commissioner Chong requested that the Commission create a Task Force addressing the issue.

REPORT OF THE DIRECTOR

Approval of 1997 CDBG (Community Development Block Grant) grants.

Director Lee stated that the HRC has submitted grant proposal for the 1997 CDBG grants as in subsequent years and it was approved. The grant needs the approval of the Commission. The grant funds the fair housing services offered by the HRC. The grant also funds consultant services provided by the Project Sentinel to provide fair housing testing. Total grant requested is $86,598.

***Moved (Chong)\Seconded (Jaicks)\Unanimously in favor of approving the 1997 CDBG grant.

COMMITTEE REPORTS

Youth and Education Committee

Commissioner Ghada Saliba-Malouf stated that there was no meeting held for the month of July; however, she has been working with several committee members in devising the tactics to follow for the Youth Summit to be held in October. She will report at a later date.

MBE/WBE/LBE Advisory Committee

Commissioner Marshall submitted the following committee report for approval.

- The MBE/WBE/LBE Committee Advisory Committee met on Wednesday, June 19, 1996.

- The Chair, Commissioner Marshall appointed Committee members to the following subcommittees to study proposed changes to the MBE/WBE/LBE Ordinance:

  (a) Numerical Incentives
  Tony Ruiz, Chair; Shirley Dimapilis, and Allen Wong.
  Two existing Committee priorities: setting goals for MBE/WBE/LBE participation goals regarding professional service; and setting aside contracts in a certain area if the MBE/WBE/LBE participation goals are not met were added to this Subcommittee's responsibilities.

  (b) Size Standards
  Joe Aliling, Chair; and Kevin Lawson.

  (c) Program Scope
  Henry Chang, Chair; and Greg Roja.

  (d) Program Administration
  Darlene Mar, Chair; Ivan Munoz, and Robert Chiang.
  An existing Committee priority: implementing a process to penalize noncompliance, especially regarding subcontractors was added to this Subcommittee's responsibilities.

- Gail Roberts reported on the status of certification
  50 Pending Applications as of 06/19/96: 30 Certification, 10 Recertification, and 10 Registry.
  706 Applications received since 07/01/95: 401 Certification; 178 Recertification, and 127 Registry.
  1947 Certification, Recertification, and Registry completed since 07/01/95.
  1200 Certification, Recertification, and Registry Backlog as of 07/01/96.

- Director Lee reported that the Coalition for Economic Equity has identified problems with the San Francisco Airport Project Stabilization Agreement (PSA) and barriers the PSA creates for MBE/WBE participation in SFIA contracts. The HRC will establish a meeting with the Airport to discuss the PSA.

- Director Lee announced that City and Country departments had requested a delay in HRC acting upon acceptance of the Fiscal Year 1994-95 Minority/Women/Locally-owned Business Enterprise Program Progress Report in order to have the opportunity to analyze the contracting data which had been sent to each of the departments.

- Calvin Welch, representing the Council of Community Housing Organizations, described the Council and explained that, on June 13, 1996, he met with Aileen Hernandez of the Coalition for Economic Equity to discuss their proposed changes to the MBE/WBE/LBE Ordinance. Mr. Welch anticipated a mutually satisfactory resolution by the July 17, 1996 meeting of the Committee. Calvin Welch was invited to participate on the Program Scope Subcommittee.

- Public Testimony regarding possible changes to the MBE/WBE/LBE Ordinance was solicited; however, none was received.

- Harry Jamerson questioned whether or not prime contractors adhere to "Good Faith Efforts". He was particularly concerned that general contractors routinely draw subcontractors from specific specialties to the virtual inclusion of other trades, such as concrete. Possible remedies were discussed including setting trade specific goals.

- For the July 17, 1996 meeting, Mark Primeau, the newly appointed Director of Public Works, will be introduced and invited to discuss his plans for DPW. In addition, John Mack, BART's Affirmative Action Officer, will be invited to the July 17, 1996 meeting to discuss contracting opportunities for the proposed two new BART stations to SFIA. The Committee will follow up upon the impact of the SFIA's Project Labor Stabilization Agreement on MBE/WBE participation. The Committee will consider the following: inclusion of Federal and State funded Projects in the MBE/WBE/LBE Program and possible changes to "Good Faith Efforts".

Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Knutzen thanked and commended staff person Larry Brinkin who traveled to Sacramento to testify on behalf of the HRC and the Transgender community. Brian Chue also testified for AIDS Lobby day along with other activists.

At the Committee meeting, the Committee heard testimony regarding domestic partnership violence. The Committee is receiving testimony hoping to devise background

information for programs aimed at this type of usually unreported violence.

The Pride Parade is scheduled for June 30, 1996. The HRC will have a booth with information regarding the HRC and the Unit.

Approval of Letter to Health Service System Board Calling for the Removal of Exclusions in City Insurance Plans for Transgender Treatments.

***Moved (Knutzen)\Seconded (Chong) unanimously in favor to approve the letter.

Employment Committee

Commissioner Rochon reported that at the last meeting Ed Campos, new HRC staff person assigned to the Employment unit and Renee Williams, new staff person with the Commission on the Status of Women were introduced. The Committee heard report from Frank Anderson on the following issues:

- Goodwill Jobs Fair of June 13, 1996 was a success. Bob Rojas and Richey Gore also made favorable comments about "Career Day IV."
- Distributed a listing of S.F. Civil Service job openings.
- Announced the S.F. Fire Department's recruitment drive for new fire fighters.

Committee members commented on the increased public awareness that is taking place via the media and celebrities regarding the working conditions in the garment industry. The Committee heard a report from Ms. Dianne Fortson, Coordinator of the BSB. The Broadcast Skills Bank (BSB) is a non-profit job assistance resource center. Promoting workplace diversity in broadcasting and media for over 25 years. BSB provides a wide range of services to job seekers as well as employers. BSB programs include Career Counseling, Referral Program, Media Temps, Internships and Volunteers. The Committee heard a presentation regarding the S.F. International Airport Project Stabilization Agreement. Mr. Tse Ming Tam, Acting Director of Chinese for Affirmative Action, provided the Committee with updated information regarding the Agreement. Tam referenced the "sideletter" in the agreement as the basis for the proposed Employment Program for Airport construction jobs. He explained that after approximately two years of discussions, the details, procedures and implementation has yet to be worked out. Committee members voiced concerns regarding the following matters. (a) Insufficient data regarding the San Mateo trades membership rolls. (b) The underrepresentation of minorities and women in several crafts. (c) How persons with limited english language

skills are going to be treated? Will new workers that are not vested receive the same benefit package as tenure workers? Tam agreed to raise these concerns in future meetings and report back to the Employment Committee in the near future.

The Committee heard a report regarding the Camp Mather Summer Jobs for Youth Hires Mr. Al Behmer of the Recreation and Park Department related to the Committee how recruitment and hiring was done for 34 summer youth jobs at Camp Mather. Committee members voiced concerns regarding limited community outreach and the failure of Recreation and Park and others regarding this program. Mr. Behmer accepted responsibility for any shortcomings. He agreed to double the efforts next year to address weak spots in the program, especially the issue of diversity.

The Committee heard a presentation regarding the Domestic partner benefit proposal relative to Amending the San Francisco Administrative Code Chapter 12B.1-12C-12C.2 inclusive. This legislation requires every agency contracting with the City and County of San Francisco to offer the same benefits to the domestic partners of its employees, where the domestic partnership relationship has been filed with a governmental body, as it offers to spouse of its employees.

TASK FORCE REPORTS

American Indian Business Development Task Force

Commissioner Bamba stated that the Task Force is going ahead with gathering anecdotal evidence to include American Indians as a minority group to receive the preference point under the 12D Ordinance.

Native American/American Indian Social and Cultural Services Task Force

Director Lee stated that the Task Force is going through the surveys received and compiling the information in order to report back to the Commission.

Religious Service Providers Task Force

Commissioner Knutzen reported that the Task Force is now in the process of devising two surveys; one for religious organizations, the other for community organizations to discuss possible conflicts between religious organizations and the type of service they provide.

NEXT MEETING

DATE: Thursday, September 12, 1996

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue #800
San Francisco, CA 94102

All committees and task forces meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

ADJOURNMENT

Commissioner Knutzen adjourned the meeting at 6:35 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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THURSDAY, SEPTEMBER 12, 1996

4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

Disability Access

The HRC Conference Room is wheelchair accessible. The closest accessible BART station is the Civic Center Station. Accessible MUNI lines serving this location are the 26, 42, and 71 and the Metro station at Van Ness and Market.There is accessible parking in the vicinity of 25 Van Ness Avenue. The following services are available upon request with 48 hour advance notice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD).

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

Know Your Rights Under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.

For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 554-6075.

ROSTER OF COMMISSIONERS

Martha Knutzen, Chair
Frank Chong, Vice Chair
Marivic Bamba
Youn-Cha Shin Chey
Agar Jaicks
Comer Marshall
German Martinez
Rhonda Rochon
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Melecio Santos

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Community meeting of July 11, 1996 and the regular meeting of August 8, 1996.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Consideration of Possible Action to Select Nominees for the Director of the Human Rights Commission.

   (b) Discussion of Commissioners' Goals and Objectives for the HRC.

5. REPORT OF THE DIRECTOR

   (a) Mayor's Office of Housing & Mayor's Office of Community Development grants: Marcia Rosen, Director, MOH.

   (b) Discussion of Challenges to Affirmative Action.

6. COMMITTEE REPORTS

   (a) MBE/WBE/LBE Advisory Committee
   Commissioner Comer Marshall, Chair
   Commissioner Marivic Bamba, Vice Chair
   Commissioner German Martinez, Member
   Gail P. Roberts, Committee Staff

(1) **ACTION:** Acceptance of Fiscal Year 1994-95 Minority/Women/Locally-owned Business Enterprise Program Progress Report.

(2) **ACTION:** Adoption of Changes to the MBE/WBE/LBE Program Rules & Regulations

(3) Proposed HRC administrative changes to the MBE/WBE/LBE Program.

(4) Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, September 18, 1996, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner German Martinez, Vice Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

(1) No Committee Report.

NOTE: *Meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Commissioner Antonio Salazar-Hobson, Member
Larry Brinkin, Committee Staff

(1) Committee Report.

(2) **ACTION:** Adoption of Resolution condemning the use of gender identity disorder diagnosis against children and youth.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, September 17, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Employment Committee

Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, October 3, 1996, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(e) Youth and Education Committee
Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Melecio Santos, Vice Chair
Commissioner Youn-Cha Shin Chey, Member
Commissioner Agar Jaicks, Member
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, September 19, 1996, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Marivic Bamba, Commission Liaison
Mary Gin Starkweather, Task Force Staff

(1) No Task Force Report.

NOTE: *Meetings of the American Indian Business Development Task Force are held at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social and Cultural Services Task Force
Ladonna Osborne, Chair
Donald Hesse, Task Force Staff

(1) No Task Force Report.

NOTE: *Meetings of the Native American/American Indian Social and Cultural Services Task Force are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Religious Service Providers Task Force
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Member
Commissioner Antonio Salazar-Hobson, Member
Larry Brinkin, Committee Staff

(1) Task Force Report.

NOTE: *Meetings of the Religious Service Providers Task Force are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

10. NEW BUSINESS

11. CALENDAR MATTERS

(a) **September 26, 1996 Public Hearing on Lesbian Gay Bisexual Transgender Youth Issues.**

(b) Scheduling of neighborhood meeting in the South of Market District.

12. EXECUTIVE SESSION

Pursuant to Sec 66.10 of the San Francisco Sunshine Ordinance: Closed Sessions Public Facilities and Employees.

13. ADJOURNMENT

NEXT REGULAR MEETING: THURSDAY, OCTOBER 10, 1996

City and County of San Francisco

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

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M E M O R A N D U M

DATE: September 6, 1996

TO: Human Rights Commissioners

FROM: MBE/WBE/LBE Community Advisory Committee

RE: Adoption of Changes to the MBE/WBE/LBE Program Rules & Regulations

1. Add the following language to Chapter I. Definitions:
(a) "A 'supplier' 'is a firm with the financial and physical capability to purchase, take possession of, stock, and distribute or sell. The supplier shall stock the types and number of items consistent with the relevant industry practice."
(b) "A 'broker' of construction materials, equipment, and supplies is a firm that purchases and sells, but does not regularly takes possession of nor stocks materials and is not a 'supplier'."

2. Add the following language to Chapter II Powers and Duties of the Human Rights Commission:
(a) HRC will institute targets for ethnic and industry subgroups where there is sufficient availability and under-utilization.

3. Add the following language to Chapter V. Certification - MBEs\WBEs
(a) Applicants are to submit proof of applicable professional licenses for which the minority and/or woman owner is the license qualifier.
(b) Applicants are to submit evidence of ethnicity and/or gender of owner(s).

4. Add the following language to Chapter VI. Certification - LBEs
(a) "Applicants for certification are to submit a copy of their current Business Tax Registration Certificate, issued by the City Tax Collector, showing their current local business location."
(b) "Applicants are to submit a complete recent telephone bill, showing the business name, local address, and telephone number."
(c) "Post Office box numbers, commercial mail box service, or residential address when the firm has an office outside of San Francisco shall not suffice to

establish status as a 'Local Business'."
(d) "An arrangement for the right to use an office space on an 'as needed' basis, where there is no office exclusively reserved for the firm does not qualify as an 'office'."
(e) "Applicants are to submit complete Federal Income Tax returns for the past three most recent years."
(f) "Applicants are to submit a rental agreement for the office space/home; rent receipt or canceled check (if owned, include property tax or deed statement showing ownership); blank business invoice and letterhead; business card for owner"
(g) "The business location, unless located in a residence, must prominently display the name of the firm."
(h) "The name and local address must appear in the white pages of the San Francisco Telephone Directory, unless the business was established after the publication deadline."
(i) "Applicants are to submit copies of correspondence with the accompanying envelopes addressed to the local business address, ie. bills, bid and/or RFP solicitations, and contractor communications, and correspondence from the local business address, ie. invoices, bids, RFPs, communications to customers or contractors."

5. Add the following language to a new Chapter Registry
(a) "The HRC will register MBE & WBE economically disadvantaged firms whose offices are not located within the geographical boundaries of the City & County of San Francisco and non economically disadvantaged local MBEs & WBEs."
(b) "The HRC will register non economically disadvantaged local firms whose offices are located within the geographical boundaries of the City & County of San Francisco."
(c) "The HRC will register local brokers of construction materials, equipment, and supplies; however, local brokers will not be certified."

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Director

M E M O R A N D U M

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DATE: September 6, 1996

TO: Human Rights Commissioners

FROM: MBE/WBE/LBE Community Advisory Committee

RE: Proposed HRC administrative changes to the MBE/WBE/LBE Program.

1. HRC will expand outreach to local businesses, utilizing the INTERNET, television, radio, ethnic & community newspapers, community bulletin boards, and business development agencies, outreaching to as many organizations, associations, communication specialists, and individuals as possible.

2. HRC will track Asian subgroups, ie. Asian Indian, Chinese, Filipino, Japanese, Korean, Pacific Islander, and Southeast Asian.

3. HRC will acquaint City commissioners with the MBE/WBE/LBE Program and its purpose and will urge the active involvement of all San Francisco City commissioners in outreach to MBE/WBE communities.

4. The HRC is to develop an internal management structure to deal with contract compliance work and conflict resolution separately, clearly separating contract compliance work and conflict resolution and providing trained staff and knowledgeable managers to deal with these distinct functions.

5 "All City departments should adopt a policy to include participation of MBE/WBE design professionals and construction contractors in all leasehold improvements, including retail concessions and food/beverage concessions."

6. HRC is to identify problems encountered by small businesses in order that business development agencies can hold workshops addressing these needs.

7. An MBE/WBE/LBE Program mission statement should be published on pertinent materials of all City departments.

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City and County of San Francisco

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Director

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RESOLUTION CONDEMNING USE OF GENDER IDENTITY DISORDER DIAGNOSIS AGAINST CHILDREN AND YOUTH

Whereas, the American Psychiatric Association established the psychiatric disorder of "Gender Identity Disorder of Childhood" (GID) in 1980 and continues to recognize GID of childhood and adolescence as a disorder in the current Diagnostic and Statistical Manual of Mental Disorders (DSM-IV), 1994); and

Whereas, the diagnosis of GID in children and youth was established to identify so-called "pre-homosexual" and "pre-transsexual" children for the purpose of preventing them from growing up to be gay or transsexual; and

Whereas, GID of childhood and adolescence is currently used to subject children and youth to coercive treatments and therapies, including forced institutionalization, for the purpose of preventing adult homosexuality and transsexualism; and

Whereas, GID of childhood and adolescence is also used to stigmatize and scapegoat children and youth who have been harassed or abused because of their gender nonconformity and/or perceived sexual orientation or gender identity; and

Whereas, children labeled with GID are frequently subjected to behavior modification, counseling, or psychoanalysis to force them to conform to sexist and heterosexist norms; and

Whereas, the misuse of GID of childhood and adolescence reinforces and perpetuates bias and discrimination against gender atypical children and youth, as well as against lesbian, gay, bisexual, transgender, and transsexual people; and

Whereas, youth who identify as transsexual have a particular need for supportive counseling and for competent, appropriate health care; and

Whereas, fear of coercive and inappropriate treatment prevents many lesbian, gay, bisexual, transgender, transsexual, queer, and questioning youth from accessing health care and mental health care services; and

Whereas, gender atypical children and youth have a fundamental human right to self-determination and to be treated with dignity and respect;

Therefore, be it resolved, that the San Francisco Human Rights Commission calls on the American Psychiatric Association and the American Psychological Association to take immediate steps to stop coercive and inappropriate treatments of gender atypical children and youth based on GID or under the guise of any other diagnosis, and to oppose any treatment designed to manipulate a young person's sexual or gender identity (while understanding that some treatment programs for adults require the diagnosis of GID); and

Therefore, be it further resolved, that the San Francisco Human Rights Commissions calls on all mental health and health care professionals to investigate and speak out against coercive and inappropriate treatments of children and youth based on GID or under the guise of any other diagnosis; and

Therefore, be it further resolved, that the San Francisco Human Rights Commission calls on all federal, state, and local legislators and other decision makers to ban government or public funding for coercive, manipulative treatment of children and youth based on a GID diagnosis, when such treatment is designed to manipulate a young person's sexual orientation or gender identity.

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City & County of San Francisco
Human Rights Commission

Status Report
September 1996

Construction Employment Opportunities For The Opera House & City Hall Projects

By Edward Campos, Compliance Representative

DRAFT

**Prepared for Frank Anderson, Interim Director;
Johnnie Robinson, Mayor's Office;
Commissioners & Employment Committee Members.**

OPERA HOUSE PROJECT

With an accepted bid price of $37,489,618, the renovation and seismic upgrading for the War Memorial Opera House officially started on approximately January 2, 1996 when Morse Diesel, the prime contractor, took possession of the existing site. Now in its ninth month, progress for the project appears to be on-time and is scheduled for completion by approximately April 1, 1997. The project involves a combined total of approximately 45 subcontractor construction firms and suppliers.

In approximately late winter or early spring of this year, a fire damaged portions of the interior of the Opera House. Paul Davis Systems International, a contractor whose specialty includes fire damage and construction cleanup was contracted by Morse Diesel and the insurance company to effect cleanup of the fire and resultant water damage. Cleanup is now approximately 70% complete and the initial cleanup estimate of $2.5 million has been revised downward by PDS and it now appears that the actual cleanup costs will total approximately $1.2 million.

The designated Lead Agency appointed by the Human Rights Commission for this project is the Ella Hill Hutch Community Center. All requests for construction employment opportunities from Morse Diesel and all of its subcontractors are therefore required to be made and processed directly by Ella Hill Hutch.

In early July, the Human Rights Commission and Ms. Johnnie Robinson of the Mayor's Office received calls from Mr. Richard Brown and Mr. Derf Butler of the Ella Hill Hutch Community Center expressing great concern that the Western Addition residents on this project were being bypassed for the majority of employment opportunities by Morse Diesel and its construction

subcontractors. Mr. Brown and Mr. Butler were concerned that the Ella Hill Hutch Community Center had not been receiving and processing construction employment opportunity requests from Morse Diesel and its construction subcontractors.

Mr. Brown and Mr. Butler also informed Ms. Robinson and the Human Rights Commission that the failure to employ residents of the Western Addition community had escalated tensions to the point of threats to shut the project down through public demonstrations by residents from the Western Addition.

Ms. Robinson was instrumental in her efforts to coordinate an immediate examination into this matter. Because of Ms. Robinson's efforts, Western Addition residents put into abeyance a public demonstration and the Opera House project was able to proceed without interruption.

In response to the concerns from Mr. Richard Brown and Mr. Derf Butler of Ella Hill Hutch and Ms. Jonnie Robinson of Mayor Brown's office, Human Rights Commission staff members Kevin Williams, James Fields and Edward Campos coordinated their efforts and conducted an investigation of this matter and called for a site meeting with Morse Diesel and all of it's current subcontractors. Mr. Brown and Mr. Butler and Ms. Robinson attended the meeting.

The result of this meeting was that Paul Davis Systems, the fire damage cleanup contractor, responded by immediately hiring approximately 12 Western Addition employees as laborers. All of the newly-hired Western Addition PDS employees were African-Americans, one a woman. PDS was completely unaware of Ella Hill Hutch's role as the HRC designated Lead Agency. Morse Diesel had not advised PDS of Ella Hill Hutch's role as the designated Lead Agency for the project.

This occurred because Morse Diesel believed that this portion of the work was exempted from HRC and City local hiring requirements because the fire damage repair was being funded and paid for by a private insurance company and not by public funds.

In a more recent meeting during the month of August with Morse Diesel and the subcontractors Human Rights Commission staff members Kevin Williams and James Fields reminded Morse Diesel that all requests for construction employment opportunities for the project are required to be made and processed directly by Ella Hill Hutch.

Mr. Williams and Mr. Fields called for this meeting with Morse Diesel because the Human Rights Commission had received information from Mr. Richard Brown and Mr. Derf Butler of Ella Hill Hutch that Morse Diesel's fire damage subcontractor, Paul Davis Systems International, had planned to layoff seven employees, five of which were Western Addition residents.

Mr. Williams and Mr. Fields impressed upon Morse Diesel and all of the subcontractors for the need to give preference to retaining Western Addition residents as a matter of priority when the need for workforce reduction occurs. Mr. Williams and Mr. Fields also reminded Morse Diesel that, generally, local San Francisco residents were to be given preference and priority in retention of jobs in all decisions surrounding and affecting workforce reductions.

The result of this meeting was that PDS responded to the Human Rights Commission's and Ella Hill Hutch's concerns by retaining the five previously affected Western Addition employees when PDS reduced its workforce.

A subsequent meeting was held with Morse Diesel and six of its subcontractors during the month of August by HRC staff members Kevin Williams and Edward Campos. The purpose of this meeting was to identify any current, pending or future employment opportunities for residents of the Western Addition. The result of this last meeting was that five of the six Morse Diesel subcontractors identified approximately 15 Western Addition employment opportunities for skilled and semi-skilled positions that will be filled within the next 60 days, the majority of which would start within 30 days.

CITY HALL PROJECT

Construction of the approximate $102,000,000 seismic repair work on City Hall began in approximately April of 1995. Now in its approximate 19th month of operation, Hubert, Hunt & Nichols, the Prime Contractor and Construction Manager, is scheduled to complete its work on this phase of the project by January of 1998.

The designated Lead Agency appointed by the Human Rights Commission for this project is the Ella Hill Hutch Community Center. All requests for construction employment opportunities from Hubert, Hunt & Nichols and all of its subcontractors are therefore required to be made and processed directly by Ella Hill Hutch.

A recent analysis of the workforce records from March of 1995 through July of 1996 which have been submitted by the prime and subcontractors indicated that a total of 247 people were employed in skilled and semi-skilled trade classifications. African-Americans comprised 11.3 percent of the workforce.

The personnel hours worked on this project from its inception totaled 24,057. African-Americans comprised approximately 13% of all the hours worked.

Specific employment figures for the Western Addition are not currently available.

During the month of August Human Rights Commission staff members Kevin Williams, James Fields and Edward Campos held several meetings with Hubert, Hunt & Nichols and their subcontractors. Hubert, Hunt & Nichols and the subcontractors were reminded by the staff of the Human Rights Commission that all requests for construction employment opportunities for this project are required to be made to and processed directly by Ella Hill Hutch.

It was further stressed upon Hubert, Hunt & Nichols and all of the subcontractors for the need to give preference to retaining Western Addition residents as a matter of priority when the need for workforce reduction occurs. Hubert, Hunt & Nichols was also reminded that, generally, local San Francisco residents were to be given preference and priority in retention of jobs in all decisions surrounding and affecting workforce reductions.

There is a severe shortage of skilled Ironworkers. This shortage of Ironworkers will continue for a minimum of the next 7 years. In this regard, Bostrom-Bergen, a subcontractor performing ironwork on the project has offered to provide equipment, materials and training personnel to the Ella Hill Hutch Community Center. The program details are being processed and worked-out as this report is written.

ity and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
25 Van Ness Avenue, Eighth Floor
San Francisco, CA. 94102
(415) 252-2500
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MINUTES OF THE COMMISSION MEETING OF THURSDAY, SEPTEMBER 12, 1996.

Commission Chair Martha Knutzen called the meeting to order at 4:40 p.m.

ROLL CALL

Commissioners

Present: Martha Knutzen, Chair; Frank Chong; Vice Chair, Marivic Bamba, Youn-Cha Shin Chey, Agar Jaicks, Comer Marshall, German Martinez, Rhonda Rochon, Antonio Salazar-Hobson, and Ghada Saliba-Malouf.

Excused: Mel Santos.

HRC Staff

Present: Edwin M. Lee, Director; Maria Cordero, Cynthia Goldstein, Don Hesse, and Gail Roberts.

Guests: (see attached list)

GENERAL COMMUNICATIONS

The General Communications file was circulated.

REPORT OF THE CHAIR

Commission Chair Knutzen announced that Director Lee was offered and he accepted a new position to become the Director of the Purchasing Department. She congratulated Director Lee and stated that his reputation preceding him, she has no doubt that the Purchasing Department will be awarding more contracts to minority and women-owned businesses. She stated that automatically the second in command assumes the

responsibility of Director and Mr. Anderson has graciously accepted the responsibility. She stated that Mr. Anderson had taken the position of interim director previously and thanked him for his diligence.

(a) Consideration of Possible Action to Select Nominees for the Director of the Human Rights Commission.

Chair Knutzen stated that under the new Charter, the Commission is responsible for submitting nominees for directorship to the Mayor. Commissioner Knutzen asked for volunteers to staff a search committee for HRC Director.

Members: Knutzen, Chong, Saliba-Malouf, Martinez, Rochon.

(b) Discussion of Commissioners' Goals and Objectives for the HRC.

Commissioner Knutzen requested Commissioners to submit their evaluations regarding committee assignments and overall objectives for the upcoming year to her as soon as possible.

Commissioner Chey commented that the HRC should publicize, reach out to the community utilizing the public media, educate the public on the services provided by the HRC.

Commissioner Chong stated that he feels HRC should play an imminent role in studying the impact that the welfare reform legislation will have in communities of color, and legal immigrants. He requested that the HRC creates a task force to study this impact and to devise solutions to the findings.

REPORT OF THE DIRECTOR

(a) Mayor's Office of Housing & Mayor's Office of Community Development grants: Marcia Rosen, Director, MOH.

Ms. Rosen thanked the Commissioners for inviting her to the meeting. Ms. Rosen discussed the public's inter-departmental services in housing and provided copies of memorandum from the Redevelopment Agency regarding at-risk housing. Answering a question regarding the Housing authority, Ms. Rosen explained that she works in conjunction with the Housing Authority; however, the Authority is not under the City's jurisdiction.

COMMITTEE REPORTS

MBE/WBE/LBE Advisory Committee

Commissioner Marshall thanked the Committee members for their support and diligence. Members held numerous meetings to discuss the changes regarding the 12D Ordinance. Commissioner Marshall stated that one of the Committee issues is to ensure that reports are presented in a timely manner. He presented the following items for approval:

1. Acceptance of Fiscal Year 1994-95 Minority/Women/Locally-owned Business Enterprise Program Progress Report

***Moved (Marshall)\Seconded (Chong)\Unanimously in favor to accept the Progress Report for FY 94-95.

2. Adoption of Changes to MBE/WBE/LBE Program Rules & Regulations

***Moved (Marshall)\Seconded (Chong)\Unanimously in favor to approve the Program Rules & Regulations.

3. Proposed HRC Administrative Changes to the MBE/WBE/LBE Program

***Moved (Marshall)\Seconded (Chong)\Unanimously in favor to approve the administrative changes to the MBE/WBE/LBE Program.

Committee Report:

- The MBE/WBE/LBE Committee Advisory Committee held its regular meeting on Wednesday, August 21, 1996 and a special meeting on Wednesday, September 4, 1996.
- The Committee, at its September 4, 1996 meeting, accepted the Fiscal Year 1994-95 Minority/Women/Locally-owned Business Enterprise Program Progress Report. Acceptance of the Progress Report by the Commission is calendared for this meeting.
- Mara Rosales, Esq., Deputy City Attorney & SFIA Chief Counsel, at the August 21,; 1996 meeting addressed the timing of proposed changes to the MBE/WBE/LBE Program. She proposed that legislative changes be deferred until the Disparity Study has been completed and that these changes be incorporated into the new MBE/WBE/LBE Ordinance, scheduled to take effect July 1, 1997. Ms. Rosales separated all the proposed changes into three categories: 1. legislative changes; 2. amendments to the Rules and

Regulations; and 3. administrative changes to be carried out by the Director. She also address which legislative changes would be race/gender neutral. Among the legislative changes she cited were changes to the economic disadvantage thresholds, numerical incentives, adding non-profit agencies and leases to the Ordinance, and amending Good Faith Efforts.

- The Committee, at its September 4, 1996, adopted proposed Changes to the MBE/WBE/LBE Program Rules & Regulations. Adoption of these changes by the Commission is calendared for this meeting.
- The Committee, at its September 4, 1996, accepted administrative changes to be carried out by the Director. Presentation of these changes to the Commission is calendared for this meeting.
- Gail Roberts reported on the status of certification In HRC's MBE/WBE Directory, there are 738 certified MBEs and 448 certified WBEs for a total of 1028 certified MBEs & WBEs. There are 590 registered MBEs and 413 registered WBEs for a total of 894 registered firms. The total number of certified & registered MBEs is 1326 and the total certified & registered WBEs is 861 for a total of 1944 certified & registered MBEs & WBEs. The "WBE" totals include MBEs that are also MBEs, ie. firms that are owned by minority women. These WBEs are also counted in the "MBE" totals; however, they are only counted once in the "MBE & WBE" totals. This is why the "MBE" totals and the "WBE" total do not add up to the "MBE & WBE" totals. In addition, there are 175 non MBE/WBE local firms.
  Gail Roberts announced that there were 45 Pending Applications as of 08/21/96: 19 Certification, 14 Recertification, and 12 Registry.
  962 Applications have been received since 07/01/95: 540 Certification; 263 Recertification, and 159 Registry.
  A total of 1153 have been completed since 07/01/95: 540 Certification, 216 Recertification, and 397 Registry.
  The backlog of Certification, Recertification, and Registry as of 07/01/95 was 1200.
- At the September 18, 1996 meeting of the Advisory Committee, Harlan L. Kelly, Jr., Deputy Director for Engineering and City Engineer, DPW, will discuss follow up of the presentation by Mark Primeau, the then newly appointed Director of Public Works, who discussed his plans for DPW at the July meeting of the Committee. The Committee will also discuss MBE/WBE/LBE Participation for Prime Contractors Department of Public Works and Sewer Emergency Replacement Construction Contracts awarded to MBE/WBE Businesses. The Committee will continue its consideration of further amendments to the MBE/WBE/LBE Program Rules & Regulations and to administrative procedures. The Committee will receive a status report on proposed legislative changes to the

MBE/WBE/LBE Ordinance.

Issues Committee

Commissioner Salazar-Hobson reported that the Fairness in the Media Hearing will review the transcript and provide recommendations. The recommendations will be discussed and then presented to the Commission for approval.

Commissioner Salazar-Hobson stated that the Committee discussed a newspaper article written by Jon Carroll's regarding the Mt. Davidson's cross. A letter will be presented to the Commission at its next meeting.

YWCA Building Update

Commissioner Knutzen thanked Commission Vice-Chair Chong for his tremendous mediation skills in the handling of the YWCA meetings between the Board and the community of Japantown/Western Addition and the Chinatown community.

Commissioner Chong thanked Commission Chair Knutzen and stated that her support and the Commission were instrumental in giving the issue a resolution. The Japantown/Western Addition YWCA building is still being negotiated. The issue at this site is much more complexed because there are current tenants offering services. The community believes they have equity vested in the building and negotiations need to take place. The YWCA Board will honor the current leases of the daycare center; however, if there is no buyer by November 1, 1996 the YWCA Board will close the building and will recognize the historical equity.

Lesbian Gay Bisexual Transgender Advisory Committee

Adoption of Resolution Condemning the use of gender identity disorder diagnosis against children and youth.

***Moved (Knutzen)\Seconded (Saliba-Malouf)\Unanimously in favor to approve the following resolution:

RESOLUTION CONDEMNING USE OF GENDER IDENTITY DISORDER DIAGNOSIS AGAINST CHILDREN AND YOUTH

Whereas, the American Psychiatric Association established the psychiatric disorder of "Gender Identity Disorder of Childhood" (GID) in 1980 and continues to recognize GID of childhood and adolescence as a disorder in the current

Diagnostic and Statistical Manual of Mental Disorders (DSM-IV), 1994); and

Whereas, the diagnosis of GID in children and youth was established to identify so-called "pre-homosexual" and "pre-transsexual" children for the purpose of preventing them from growing up to be gay or transsexual; and

Whereas, GID of childhood and adolescence is currently used to subject children and youth to coercive treatments and therapies, including forced institutionalization, for the purpose of preventing adult homosexuality and transsexualism; and

Whereas, GID of childhood and adolescence is also used to stigmatize and scapegoat children and youth who have been harassed or abused because of their gender nonconformity and/or perceived sexual orientation or gender identity; and

Whereas, children labeled with GID are frequently subjected to behavior modification, counseling, or psychoanalysis to force them to conform to sexist and heterosexist norms; and

Whereas, the misuse of GID of childhood and adolescence reinforces and perpetuates bias and discrimination against gender atypical children and youth, as well as against lesbian, gay, bisexual, transgendered, and transsexual people; and

Whereas, youth who identify as transsexual have a particular need for supportive counseling and for competent, appropriate health care; and

Whereas, fear of coercive and inappropriate treatment prevents many lesbian, gay, bisexual, transgendered, transsexual, queer, and questioning youth from accessing health care and mental health care services; and

Whereas, gender atypical children and youth have a fundamental human right to self-determination and to be treated with dignity and respect;

Therefore, be it resolved, that the San Francisco Human Rights Commission calls on the American Psychiatric Association and the American Psychological Association to take immediate steps to stop coercive and inappropriate treatments of gender atypical children and youth based on GID or under the guise of any other diagnosis, and to oppose any treatment designed to manipulate a young person's sexual or gender identity (while understanding that some treatment programs for adults require the diagnosis of GID); and

Therefore, be it further resolved, that the San Francisco Human Rights Commission calls on all mental health and health care professionals to investigate and speak out against coercive and inappropriate treatments of children and youth based on GID or under the guise of any other diagnosis; and

Therefore, be it further resolved, that the San Francisco Human Rights Commission calls on all federal, state, and local legislators and other decision makers to ban government or public funding for coercive, manipulative treatment of children and youth based on a GID diagnosis, when such treatment is designed to arbitrarily or forcefully modify a young person's sexual orientation or gender identity.

Commissioner Jaicks reported that it was an honor and a learning experience for him to serve with the Youth Task Force which brought this resolution to the Commission. He stated that the findings show that the depth of ignorance exists even at the highest level of education.

Jennifer Mura: Thanked the Commission for their understanding and their compassion. She stated that in her own life she was punished by her parents because of her behavior. The school psychologist placed her in a class of incorrigible children and she was forced to participate in activities for boys. It took her many years of suffering to be able to have the courage to live her life. Schools need to be more aware of the damage that they put the children through because of their insensitivity.

Jennifer Freeman: Stated that Psychologists believe that gender identity is a problem when "Psychiatry is a problem they should solve".

Camille stated that when she was six years old she was given shock treatment to "correct" her gender identity. She called this a down right "child abuse" and a violation to the "human spirit".

Shannon Matri: Attorney representing children who have been put through extreme mental and physical abuse congratulated the Commission for protecting children from this type of abuse and for helping them have integrity fundamental to their human rights.

Employment Committee

Commissioner Chey reported that the committee is reviewing two reports one from the National Economic Council regarding the use of the Local Hiring Ordinance, and the San Francisco Planning Department were jobs are in the City. She stated that the Committee discussed the broad language in the Charter regarding the HRC. "ensure the civil rights of all persons" is very broad and the HRC needs to develop some guidelines. The

Committee heard a report regarding the improvement at the Fire Department, and the process of investigations at the San Francisco Community College. Staff received a complaint regarding the Exotic Dancers Alliance and their employment situation. Mr. Anderson will report at a later date.

Commissioner Chey introduced Ed Campos, Human Rights Representative.

Ed Campos gave a status report on the construction employment opportunity at the Opera House and City Hall projects.

Mr. Campos submitted a written documentation to the Commission and those present.

Harry Jamerson complaint that there were too many cement mason workers that fill the percentage of minority/women workers.

Mary Tremill, Director of the Ella Hill Hutch Community Organization (CBO), which is the CBO lead agency in charge of both projects, the Opera House and the City Hall project stated that she has people registered to work the various trades. The trades are under 26 apprenticeship programs. She has a good relationship with the building trades apprenticeship program; however, the contractors are hiring directly from the Union and not the CBOs.

An unidentified worker for the Ella Hill Hutch center stated that there is a qualified pool of workers; however the City is having difficulty from the ironworkers. He thanked Mary Tramil, Ed Lee, James Fields, Kevin Williams for their efforts in finding jobs for the community at the Opera House; however, he stated that the HRC should eagerly enforce the community and residential hiring for contractors.

Phyllip Durk stated that he worked at the Opera House and thanked Ella Hill Hutch; however, stated that the community people need more work because there is direct correlation between the people in jail and the unemployment rate.

L.J. Dolan an elevator female worker stated that she was used by a contractor in three different jobs at different levels in order to fulfill his goal requirement and then she was laid off. She needs 20 more hours of work and the contractors lets her go; she stated that the contractors are only meeting the goals on paper. She stated that the HRC needs to do more site visits and a review of the "good faith efforts" from these contractors.

George Jones stated that he has worked for 52 years, his first job was building the Transamerica Building. He is unemployed and looking for work. With all his experience he has been unable to find a job. He has applied with Huber, Hunt, Nichols for all the

jobs that they have, Library, Civic Center and City Hall to no avail. He stated that Huber, Hunt, Nichols in non-compliance. He stated that all people has to do is walk by the site to see that there are no people of color working at the site.

The Commission directed the issues to the Employment Committee and would like to hear a report from Huber, Hunt, and Nichols at a subsequent meeting.

Youth and Education Committee

Commissioner Saliba-Malouf reported that the Youth and Education Committee met on Thursday, August 15, 1996. The Committee approved a letter to Contra Costa County District Attorney Gary Yancey re: the case of the 6 year old child accused of the attempted murder of an infant which had been approved, in principle, by the Commission at its August 8, 1996 meeting. HRC has received a response to that letter which is part of the Correspondence File for this Commission meeting. Commissioner Saliba-Malouf described the planning for the YOuth Summit. Sgt. Mike Jefferies reported on data collection efforts, noting that some of the data is unusable because of double counting or under counting; however, he will be able to obtain the Police Department data for 1995. Sgt Jefferies noted that the first biannual report for the Safe School Assessment Project had serious flaws. He observed that MUNI and the Police Department's MUNI Transit Unit, though theoretically reporting on the same situations, have very different data. Krista Timlin, Program Coordinator of Conflict Resolution Resources for the Community Board Program, discussed their Conflict Resolution Program in the Schools. She described their Whole School Approach, Conflict Manager Program, and Conflict Resolution Curricula. The implementation steps used are: 1. develop support; 2. form conflict resolution implementation team; 3. develop long range strategic plan; 4. conduct training for adults; 5. implement conflict resolution curriculum for students (K-12); 6. select and train students for conflict managers or peer mediators program; 7. implement peer mediation program; 8. maintain programs; 9. implement mediation program by and for adults; and 10. evaluation.
Commissioner Jaicks and Janine Chagoya reported on the August 12, 1996 meeting of the Intergroup Tension Abatement Task Force. According to Commissioner Jaicks, the Task Force report will not be finished until early next year. Commissioner Saliba-Malouf suggested that the Task Force do the "cycle" again, that is, inviting students, parents, teachers, and administrators to participate in Task Force meetings with their peers. Commissioner Jaicks announced HRC's September 26, 1996 public hearing on Lesbian, Gay, Bisexual, and Transgender youth. Linda Asato, Policy Planning Analyst, SFUSD, presentation on the results of May 14, 1996 & May 15, 1996 "Working Conference for Youth Development and Family Support (YDFS)" was postponed until the October 17, 1996 meeting due to her unavailability. At its September 19, 1996 meeting, a panel discussion by young people will focus on Youth Input and Youth Concerns. Youth &

Education Committee direction will be discussed and input for the Youth Summit will be solicited. Staff will make a presentation on HRC Standing Committee Guidelines. In addition, the Committee will review the results of its Data Collection efforts; identify agencies/organizations to be to be represented on the Committee; the recruitment of youth members; and recommend future agenda items.

CALENDAR MATTERS

The September 26, 1996 meeting will be a public hearing on Lesbian Gay Bisexual Transgender Youth issues at the Board of Supervisor's Chambers, at 4:30.

NEXT MEETING

DATE:	Thursday, September 24, 1996
TIME:	4:30 P.M.
PLACE:	Board of Supervisor's Chambers 401 Van Ness Avenue, 2nd Floor San Francisco, CA 94102

All committees and task forces meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

ADJOURNMENT

The meeting was adjourned at 7:00 p.m. by Commission Chair Knutzen.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

SIGN IN SHEET
Signing in is optional

HUMAN RIGHTS COMMISSION MEETING -- SEPTEMBER 12, 1996

NAME	ORGANIZATION or AFFILIATION (if any)	ADDRESS (CITY/STATE/ZIP)	PHONE
Erin Souza	ETVC	2002 TARAVAL SF 94116	(415) 731-7552
Rodney James	Ella Hill Hutch Ward	2437 Post St. SF CA	510-270-6946
Mr. Michael Shannon	W.A.R	Ella Hill Hutch	695-1161
Phillip Parker Sr.	W.A.R.	Ella Hill Hutch	626-3547
Shannon Minter	NCLR	870 Market, Ste. 570 SF 94102	392-6257
Camille G. Lebig	Transgender Community Activist	1280 Pine #504 SF 94109	771-3552
LISA WONG	AAAEE	1213 FOLSOM ST.	621-1280 OR 391-3313
O/Sam LEE	SFAA	770 Golden Gate Ave	749-2479
Monica Rosen	MOTA	25 Van Ness Ave.	252-3180
KAVON JACKSON	Ella Hill Hutch	1740 A Mission st	864-1152
Ted Guggenheim	H.R.C.	1852 Fell St. #4	668-0771
1050 Lewis	OPES	155 Yosemite	671-2180
GREG ROJA	ERIA INC / F.A.C.E.	25 KEMNY ST. #100 SF	397-4255
LONDA King	Ella Hill Hutch	1637 LINDEN S.F. CA	552-2504
George L. Taylor	Ella Hill Hutch	632 Fell St #1 SF.	863-6319
DERF Butler	Ella Hill Hutch	504 OAK Street SF CA	921-6276
Mary L. Tranmil	"	1050 McAllister St. SF	" "
Jennifer I Freeman	Transgender Community	SF 330 Scott St #2	552-3577
Sylvia Britt	western addition WAR Ella Hill Hutch	732 McAllister SF	208-8397
Rodney James	Ella Hill Hutch	2437 Post st	510-270-6946

City and County of San Francisco

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

SIGN IN SHEET
Signing in is optional

HUMAN RIGHTS COMMISSION MEETING -- SEPTEMBER 12, 1996

NAME	ORGANIZATION or AFFILIATION (if any)	ADDRESS (CITY/STATE/ZIP)	PHONE
Jennifer Muir	California State Employees Assn.	1411 Creekside Dr., #28 Walnut Creek 94596	510 256-5428
JOE ALILING	HBE ADVISORY	703 MARKET #413	777-9120
J. L. Wheelock	GP/TODCO 230-4th	SF CA 94103	896-1579
Romulo Ca Cu	ASIAN, Inc.	1670 PINE ST. SF 94109	928-5910
JACOB SHAW	"	"	
Calla Jamerson	Jamerson Const.	827 Capitol Ave SF	334-6442
Jarvis James	James Const	827 Capitol ave	3346442
JOSEPH WILLIAMS	JOSEPH WILLIAMS ARCH		
Lonnie Robinson	MAYOR'S OFFICE	401 VAN NESS S.F.	554-6550
GEORGE JONES	North of Mkt. Plan. Coal.	1001 Polk St. #347 SF 94109	313-4798 (P)

City and County of San Francisco

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

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SPECIAL MEETING
HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

TUESDAY, SEPTEMBER 24, 1996
4:30 P.M.
25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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ROSTER OF COMMISSIONERS

Martha Knutzen, Chair
Frank Chong, Vice Chair
Marivic Bamba
Youn-Cha Shin Chey
Agar Jaicks
Comer Marshall
German Martinez
Rhonda Rochon
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Melecio Santos

AGENDA

ORDER OF BUSINESS

1. ACTION: Selection of Nominees to be submitted to the Mayor for the position of the Director of the San Francisco Human Rights Commission.

2. ACTION: Acknowledgment of Appointment of Frank Anderson as Acting Director of the Human Rights Commission.

3. ACTION: Authorization of Letter to be sent to the Human Resources Department acknowledging appointment of Frank Anderson as Acting Director of the Human Rights Commission, and authorizing a temporary exempt requisition for his status.

4. ACTION: Approval of letter to be sent to the Chairs of the Youth Summit, Mayor Brown, Supervisor Yaki and Superintendent of School Rojas.

5. ACTION: Approval of letter to be sent to the San Francisco Chronicle regarding John Carroll's column on Mt. Davidson.

City and County of San Francisco

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

September 24, 1996

Mayor Willie L. Brown
Supervisor Michael Yaki
Superintendent Waldemar Rojas

Dear Mayor Brown, Supervisor Yaki, and Superintendent Rojas:

The San Francisco Human Rights Commission is looking forward to the Youth Summit scheduled for October 5-6, 1996. We have been kept apprised of the preparations for the summit by our representative on the organizing committee, Commissioner Ghada Saliba-Malouf.

In anticipation of the summit, the Human Rights Commission has scheduled an historic public hearing on Lesbian, Gay, Bisexual, and Transgender (LGBT) youth issues. The hearing is co-sponsored by the Youth Commission, and will take place on Thursday, September 24, 1996 from 4:30 p.m. until approximately 9:00 p.m. in the Board of Supervisors Chambers.

The public hearing is being organized by the Youth Task Force of our Lesbian Gay Bisexual Transgender Advisory Committee. The Task Force includes youth members, and young people will be speaking at the hearing, along with representatives of City departments and community-based organizations and members of the general public.

We encourage you to assure that issues of particular concern to lesbian, gay, bisexual, and transgender youth be addressed at the Youth Summit. Since we have not yet adopted findings and recommendations which will follow the public hearing, we have identified general areas of concern for which we recommend your attention. These areas include:

1. Youth and the Schools -- This area includes strengthening the SFUSD's Support Services for Sexual Minority Youth, monitoring curriculum materials, and increasing protection for LGBT youth from slurs and other violence in the schools.

2. Family, Housing and Shelter -- This area includes foster care and placement, homeless youth issues, alternative family structures, and street survival. Additionally, The Commission is concerned about the effect on LGBT youth of the negative tenets of some religions, which can leave young people confused and which lead to verbal and physical attacks against youth perceived to be lesbian, gay, bisexual, or transgender. Though there are many examples of religious leadership exhibiting respect and encouragement for LGBT youth, we must

work to counteract the negative results of some religious-based homophobia.

3. Youth and Health -- This area includes physical and mental health services, substance abuse, and HIV services.

4. Youth Services -- This area includes a look at funding through the Mayor's Office of Children, Youth and Family; and recreational opportunities for LGBT youth .

5. The Juvenile Justice System -- This area includes police relations with LGBT youth, the juvenile court system, juvenile probation, and conditions for LGBT youth at the Youth Guidance Center.

We understand that many of these issues will be of concern to the Youth Summit as issues relevant to all youth, but we ask that the particular needs of lesbian, gay, bisexual, and transgender youth be included in the program.

We appreciate your attention.

Sincerely,

Martha Knutzen
Chair

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
25 Van Ness Avenue, Eighth Floor
San Francisco, CA. 94102
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MINUTES OF THE COMMISSION SPECIAL MEETING OF TUESDAY, SEPTEMBER 24, 1996.

Commission Chair Martha Knutzen called the meeting to order at 4:35 p.m.

ROLL CALL

Commissioners

Present: Martha Knutzen, Chair; Frank Chong; Vice Chair, Marivic Bamba, Agar Jaicks, Comer Marshall, German Martinez, Rhonda Rochon, Ghada Saliba-Malouf and Mel Santos.

Excused

Youn Chey, and Antonio Salazar-Hobson

HRC Staff

Present: Frank Anderson, Interim Director; Larry Brinkin, Brian Cheu, Ed Campos, Linda Chin, Maria Cordero, Bayard Fong, James Fields, Cynthia Goldstein, Don Hesse, Carolyn Hom, Zula Jones, Veronica Ng, Richard Norton, and Pansy Waller.

Guests:

Jacob Shin, Asian Inc; Jayne Lee, Deputy City Attorney.

ORDER OF BUSINESS

1. ACTION: Selection of Nominees to be submitted to the Mayor for the position of the Director of the San Francisco Human Rights Commission.

**Moved (Marshall)\Seconded (Chong)\Unanimously in favor to submit the following resolution:

RESOLUTION NOMINATING MARIVIC BAMBA FOR THE POSITION OF DIRECTOR OF THE HUMAN RIGHTS COMMISSION.

WHEREAS, Section 4.102 of the San Francisco Charter authorizes the Human Rights Commission to submit to the Mayor the name of qualified applicants for the position of department head, subject to the appointment by the Mayor; and

WHEREAS, Marivic Bamba has distinguished herself in the filed of administrating Equal Opportunity Ordinances and Programs for the recruitment of minority, women, local businesses and residents as the Director of the Office of Contract Compliance of the City of Richmond, California; and

WHEREAS, Marivic Bamba has experience working with the Mayor, City Council and the Human Relations and Affirmative Action Commission in her position as Director of the Office of Contract Compliance for the City of Richmond; and

WHEREAS, Marivic Bamba has experience conducting the City of Richmond's Disparity Study at significant cost-savings to the city; and

WHEREAS, Marivic Bamba has instituted and developed conflict resolution methods to ensure timely and fair resolution of complaints from minorities, women, and local residents/small businesses; and

WHEREAS, Marivic Bamba has contributed to the development of the professional field of affirmative action/contract compliance by organizing workshops, participating as a panelist at professional forums in this field, publishing program and disparity studies, and participating as a member in professional organizations; and

WHEREAS, Marivic Bamba has served as a Commissioner on the San Francisco Human Rights Commission, where she has served with distinction as Vice-Chair of the Minority Business Enterprise/Women Business Enterprise/Local Business Enterprise Committee, and is now familiar with the particular issues facing this Commission,

THEREFORE BE IT RESOLVED, that the San Francisco Human Rights Commission hereby submits the name of Marivic Bamba to the Mayor of San Francisco, Willie L. Brown, Jr., subject to his appointment as the Director of the San Francisco Human Rights Commission.

2. ACTION: Acknowledgment of Appointment of Frank Anderson as Acting Director of the Human Rights Commission.

Commissioner Knutzen presented a letter to Mr. Anderson to be placed in his personnel file.

***Moved (Marshall)\Seconded (Rochon)\Unanimously in favor to approve the letter.

3. ACTION: Authorization of Letter to be sent to the Human Resources Department acknowledging appointment of Frank Anderson as Acting Director of the Human Rights Commission, and authorizing a temporary exempt requisition for his status.

***Moved (Marshall)\Seconded (Bamba)\Unanimously in favor to send the letter.

4. ACTION: Approval of letter to be sent to the Chairs of the Youth Summit, Mayor Brown, Supervisor Yaki and Superintendent of School Rojas.

***Moved (Jaicks)\Seconded (Saliba-Malouf)\Unanimously in favor to send the letter.

5. ACTION: Approval of letter to be sent to the San Francisco Chronicle regarding John Carroll's column on Mt. Davidson.

The item was referred to the next commission meeting.

Respectfully Submitted,

Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

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Special

SPECIAL MEETING

Edwin M. Lee
Director

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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THURSDAY, SEPTEMBER 26, 1996

4:30 P.M.

401 VAN NESS AVENUE
ROOM 404, BOARD OF SUPERVISORS CHAMBERS
SAN FRANCISCO, CALIFORNIA 94102

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Agar Jaicks
Comer Marshall
German Martinez
Rhonda Rochon
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Melecio Santos

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. PUBLIC HEARING ON LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER AND QUESTIONING YOUTH

3. ADJOURNMENT

NEXT REGULAR MEETING: THURSDAY, OCTOBER 10, 1996

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TENTATIVE Schedule of Public Hearing on Lesbian, Gay, Bisexual, Transgender, Queer and Questioning Youth

Board of Supervisors' Chambers
Interim City Hall, San Francisco
September 26, 1996

Introduction and Overview 4:30 - 4:42

Commissioner, San Francisco Youth Commission (2 minutes)

Martha Knutzen, Chair, San Franciso Human Rights Commission (2 minutes)

Mayor Willie Brown (2 minutes)

Steve Phillips, President, San Francisco Board of Education (2 minutes)

Edwin Lee, Director, Human Rights Commission (2 minutes)

Youth Testimony 4:43 - 6:30

Youth will be testifying on various issues and from many communities, possibly including but not limited to:

Health Services
HIV services
Sex workers
Employment/job training
Police experiences
Latino/a queer youth
African American queer youth
Asian/Pacific Islander queer youth
Native American youth
Questioning youth
Bisexual youth
Transgender youth - FTM, MTF, drag, and others
Young women
Middle school experiences
High school experiences
Substance abuse
Homelessness, shelters
Foster Care
Group Homes
Abuse
Mental Health
Places to hang out

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Legal issues for those under 18
Funding for youth services

Break 6:31 - 6:41

Youth and the Schools 6:42 - 7:08

Waldemar Rojas, District Superintendent, San Francisco Unified School District (2 minutes)

[Kevin Gogin/Crystal Jang], Support Services for Sexual Minority Youth (2 minutes)

Tom Henning, Gay/Lesbian Sensitive Teacher Representative (2 minutes)

[Grant Peterson/Bob Latham], Bay Area Network of Gay and Lesbian Educators (2 minutes)

Representative, Association of Independent Schools (2 minutes)

Dusty Araujo, Lesbian and Gay Parents Association (2 minutes)

Youth Speaker, Gay/Straight Alliance (2 minutes)

[Nancy Kahn, President], San Francisco Parent-Teacher Association (2 minutes)

Nancy Evans, Wedge Program (2 minutes)

[Lester Olmstead-Rose[, Community United Against Violence (2 minutes)

Family, Housing and Shelter 7:09 - 7:24

Department of Social Services (2 minutes)

PFLAG (2 minutes)

Therapist (2 minutes)

Diane Manning, Larkin Street Youth Center (2 minutes)

Hospitality House (2 minutes)

Kelly O'Neal, Street Survival Project (2 minutes)

Youth and Health 7:25 - 7:45

Department of Public Health (2 minutes)

Shannan Minter, Staff Attorney, National Center for Lesbian Rights (2 minutes)

Ruth Hughes, Center for Special Problems (2 minutes)

Julie Graham, Therapist (2 minutes)

Walden House (2 minutes)

Cole Street Youth Clinic (2 minutes)

Antigone Hodgins, Bay Positives (2 minutes)

Henry Ocampo, Chances for Youth Collaborative (2 minutes)

Youth Services 7:46 - 8:06

Department of Recreation and Parks (2 minutes)

Pro-active Youth Collaborative (2 minutes)

LYRIC (2 minutes)

Beacon Center (2 minutes)

Boys and Girls Club (2 minutes)

Club Metamorphosis (Kiki Whitlock) (2 minutes)

YMCA (2 minutes)

LYFE (2 minutes)

Youth and the Juvenile Justice System Componenet 8:07 - 8:22

Police Department (2 minutes)

Juvenile Court System (2 minutes)

Probation Officer (2 minutes)

Youth Guidance Center (2 minutes)

Special Programs for Youth (2 minutes)

Gay and Lesbian Youth Advocates (2 minutes)

Public Comment 8:23 - 8:53

HUMAN RIGHTS COMMISSION

October 10, 1996

The Agenda and Minutes of this meeting are missing.

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Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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THURSDAY, OCTOBER 24, 1996

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4:30 P.M.

25 VAN NESS AVENUE
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German Martinez

Rhonda Rochon

Antonio Salazar-Hobson

Ghada Saliba-Malouf

Melecio Santos

AGENDA

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

(a) Approval of minutes of the Regular meetings of August 9, 1996, September 12, 1996, the Special Meeting of September 24, 1996 and the Regular Commission Meeting of October 10, 1996 (under separate cover).

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

(a) Resolution Thanking LaVera Gillespie on the occasion of her retirement from HUD.

5. REPORT OF THE DIRECTOR

(a) Reception for Edwin Lee and Marivic Bamba Update

(b) Commissioners Strategic Planning Session

(c) Committee Reassignments.

(d) Presentation by Michael Wald, Executive Director, Department of Human Services...Report on Mayor's Task Force on Welfare Reform.

6. COMMITTEE REPORTS

(a) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Commissioner Antonio Salazar-Hobson, Member
Larry Brinkin, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, October 15, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Employment Committee
Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.

(2) Local Hiring and Lead Agency: City Hall and Courthouse Projects.

(3) Susie Suafai (City Hall) and Corinne White (New Court Building) Compliance Coordinators from Huber, Hunt & Nichols, Inc.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, November 7, 1996, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(c) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Melecio Santos, Vice Chair
Commissioner Youn-Cha Shin Chey, Member
Commissioner Agar Jaicks, Member
Brian Cheu, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, October 17, 1996, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee

Commissioner Comer Marshall, Chair
Commissioner German Martinez, Member
Bayard Fong, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, October 16, 1996, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner German Martinez, Vice Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

(1) No Committee Report.

NOTE: *Meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *Meetings of the American Indian Business Development Task Force are held at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social and Cultural Services Task Force
Ladonna Osborne, Vice Chair
Donald Hesse, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social and Cultural Services Task Force are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Religious Service Providers Task Force
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Member
Larry Brinkin, Committee Staff

(1) No Task Force Report.

NOTE: *Meetings of the Religious Service Providers Task Force are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

10. NEW BUSINESS

11. CALENDAR MATTERS

12. ADJOURNMENT

NEXT MEETING: THURSDAY, NOVEMBER 14, 1996

AGENDA.96OCT24.96

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

October 18, 1996

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TO: HUMAN RIGHTS COMMISSION

FROM: DON HESSE, FAIR HOUSING COORDINATOR

RE: RESOLUTION THANK LAVERA GILLESPIE

LaVera Gillespie has been the Director of the SF Regional Office of HUD's Office of Fair Housing and Equal Opportunity for the past 15 years. She is retiring after 30 years of government service at the end of this month.

LaVera has been a strong advocate for civil rights as well as an example by being one of the first African American women to receive a high appointment at HUD. She has been a strong presence in San Francisco and has helped a number of agencies including the HRC to receive fair housing grants.

The attached resolution will be presented to her at her retirement dinner. I will be attending the dinner but I don't believe that there will be a formal presentation of each proclamation.

Commission Meeting of October 24, 1996; Item 4(a)

RESOLUTION THANKING AND COMMENDING LAVERA GILLESPIE, DIRECTOR OF THE SAN FRANCISCO REGIONAL OFFICE OF THE U.S.DEPARTMENT OF HUD'S OFFICE OF FAIR HOUSING AND EQUAL OPPORTUNITY ON THE OCCASION OF HER RETIREMENT.

WHEREAS, LaVera Gillespie has been the Director of the San Francisco Regional Office of the Office of Fair Housing and Equal Opportunity for the Pacific-Hawaii Office of the United States Department of Housing and Urban Development since 1981, and

WHEREAS, LaVera Gillespie has been a pioneer in fair housing and equal opportunity, and

WHEREAS, LaVerra Gillespie has demonstrated her devotion to eliminate all discrimination, private as well as public, in the sale, rental, provision, insuring, and financing of housing, and

WHEREAS, LaVera Gillespie has used all available means to afford all citizens the opportunity to enjoy equal housing rights, and

WHEREAS, LaVera Gillespie has provided support for the work of the San Francisco Human Rights Commission in our efforts to combat housing discrimination and has been particularly supportive of fair housing services for the disabled, families with children and language minority communities,

NOW THEREFORE, the San Francisco Human Rights Commission thanks and commends LaVera Gillespie for her strong commitment and dedicated leadership in protecting the civil rights of people throughout the United States.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, OCTOBER 24, 1996.

Commission Chair Martha Knutzen called the meeting to order at 4:45 p.m.

ROLL CALL

Commissioners

Present: Martha Knutzen, Chair; Agar Jaicks, Comer Marshall, German Martinez, Rhonda Rochon, Antonio Salazar-Hobson, Ghada Saliba-Malouf and Melecio Santos.

Excused: Frank Chong, and Youn Chey

HRC Staff

Present: Marivic Bamba, Executive Director; Frank Anderson, Larry Brinkin, Ed Campos, Brian Cheu, Maria Cordero, James Fields, Cynthia Goldstein, Ted Guggenheim (intern), Don Hesse, Zula Jones, Gail Roberts

Guests: Jayne Lee, Deputy City Attorney; Susie Suafai, Huber Hunt & Nichols; Corrine White, Huber Hunt & Nichols; and Michael Wald, Executive Director, Department of Human Services.

APPROVAL OF MINUTES

***Moved (Santos)\Seconded (Marshall)\the minutes of the Regular Meetings of August 9, 1996, September 12, 1996, Special Meeting of September 24, 1996 and the Regular Meeting of October 10, 1996 were unanimously approved.

GENERAL COMMUNICATIONS

The General Communications file was circulated.

REPORT OF THE CHAIR

Commissioner Knutzen called upon Don Hesse for an explanation to the following resolution. Mr. Hesse reported that Ms. Gillespie is retiring from HUD. Ms. Gillespie was the first African American woman to reach an executive position at HUD.

LAVERA GILLESPIE

WHEREAS, LaVera Gillespie has been the Director of the San Francisco Regional Office of the Office of Fair Housing and Equal Opportunity for the Pacific-Hawaii Office of the United States Department of Housing and Urban Development since 1981, and

WHEREAS, LaVera Gillespie has been a pioneer in fair housing and equal opportunity, and has demonstrated her devotion to eliminate all discrimination, private as well as public, in the sale, rental, provision, insuring, and financing of housing, and

WHEREAS, LaVera Gillespie has used all available means to afford all citizens the opportunity to enjoy equal housing rights, and

WHEREAS, LaVera Gillespie has provided support for the work of the San Francisco Human Rights Commission in our efforts to combat housing discrimination and has been particularly supportive of fair housing services for the disabled, families with children and language minority communities,

THEREFORE, BE IT RESOLVED that the San Francisco Human Rights Commission thanks and commends LaVera Gillespie upon her retirement from the San Francisco Regional Office of the U.S. Department of Housing and Urban Development, Office of the Fair Housing and Equal Opportunity, for her strong commitment and dedicated leadership in protecting the civil rights of people throughout the United States.

***Moved (Marshall)\Seconded (Rochon) unanimously in favor to approve the above resolution.

Commissioner Knutzen reported that Mayor Brown will be swearing a new HRC Commissioner on October 30, 1996 at 9:00 a.m. Commissioner Shirley Dimapilis is a member of the MBE/WBE/LBE Advisory Committee, a member of the Numerical Incentives Task Force forming revisions to the Committee and she is a public school teacher. The Rules Committee and the Board of Supervisors approved her appointment on October 28, 1996.

Commissioner Knutzen reported that she met with Director Bamba as an initial meeting. They discussed interfacing staff duties, staff retooling session, a Commissioners Strategic Planning Session, and a criteria for the Director's evaluation by Commissioners. Commissioner Knutzen reminded Commissioners to submit their Commissioners Survey so that recommendation can be incorporated for the Strategic Planning Session, which is planned for the last part of December. They also discussed closure of the American Indian Business Task Force as well as the American Indian Social Service Task Force, and the Religious Task Force.

Commissioner Knutzen thanked Don Hesse, James Fields, Maria Cordero and Aiyana Eitz for their planning and preparation celebration for the thanking Ed Lee and welcoming Marivic Bamba as the new Director. She stated that the event was free but those who wished to donate money they were requested to donate to "No on 209". The event raised over $10,000 for the Californians for Justice campaign on "No on 209". She also stated that Contract Compliance Officer Kevin Williams was doing a debate against 209 to raise funds and she thanked him for his participation. She also acknowledged Cynthia Goldstein's work in making the lesbian gay bisexual transgender community aware of what would happened if 209 is approved regarding affirmative action.

(a) Commissioner Status Reports

Commissioner Ghada Saliba Malouf stated that a joint meeting between the Redevelopment Agency and the Human Rights Commission took place on November 23, 1996 to address concerns from the Arab-American grocery owners of the OMI community. Director Bamba and Redevelopment Agency Director Graves were present to discuss the different contracting opportunities. Commissioner Saliba-Malouf stated that the business owners requested that the Human Rights Commission include them in their disparity study to ensure that they will be considered minority-owners and receive preference points when contracting with the City.

Director Bamba thanked Commissioner Saliba-Malouf for her efforts in arranging the meeting. The Arab-American businesses are not included in the MBE Program at this point. However, they will be included in the disparity study.

Commissioner Knutzen gave an update report on the YWCA sale of the buildings. The YWCA building located in Japantown/Western Addition has been taken out of the market at this time. Supervisor Teng is working very diligently with the community as well as the YWCA Board to ensure a proper resolution.

REPORT OF THE DIRECTOR

Director Bamba thanked the Commissioners and staff for the welcoming event. She stated she enjoyed meeting the minority business owners as well as staff from other city departments. She commended the HRC staff. The event raised almost $12,000.

Director Bamba thanked the Commissioners for responding to the survey and stated that the results of the survey will be complied and used as a resource guide to structure the Commissioner's Strategic Planning Session.

Director Bamba reported that the staff's retooling session will be held on Friday, November 8, 1996. She will not be participating in this retooling session; it is strictly for staff. The structure of the retooling session will hopefully provide the Commissioners with a framework regarding the types of services the HRC offers as well as a process of implementing the goals and objectives.

Committee Assignments

Director Bamba reported that she assigned new people to the Committees commensurate with staff resource and skills and bearing in mind that she needed to maximize the strength and level of public service. She stated that she assigned Brian Cheu to the Youth and Education Committee and she assigned Bayard Fong to the MBE/WBE/LBE Advisory Committee. She stated that she needed Mrs. Roberts' skills elsewhere, and one of Mrs. Roberts' immediate assignment is to draft an RFP for the Disparity Study.

Presentation by Michael Wald, Executive Director, Department of Human Services

Director Bamba stated that she received her orientation at the Department meetings where she met Mr. Wald. At the last meeting, the Commission expressed their interest in learning the impact that the Welfare Reform will have in San Francisco and she invited Mr. Wald as the Chair of the Mayor's Task Force on Welfare Reform. Commissioners Chong, Martinez, and Knutzen thanked Mr. Wald for attending the meeting and stated that they were very enthusiastic about Mr. Wald heading the Department of Human Services.

Mr. Wald stated that the Mayor created a Task Force on Welfare Reform as a result of the approved Welfare Reform legislation. He stated that the legislation will impact in two different program areas.

(1) It will completely change the structure of services presently being provided to Aids Families with Dependant Children (AFDC). The changes will impact approximately

10,000 families in San Francisco. Their basic support amount will now be set by the State instead of the Federal Government. Mr. Wald stated that the Federal Government guaranteed that the children in low income families will receive their basic needs. The State has also stated that they will still receive their basic needs. He is not optimistic as far as the State's definition for "basic needs". He stated that the federal government is supplying an amount of money that the State will decide how to utilize it. The State government has made it clear that persons on AFDC will need recipients in 1997 and by the year 2002 50% of the AFDC recipients will be employed.

(2) The second part of the impact is the denial of benefits to legal immigrants; legal immigrants who are not or have not worked for the past ten years will no longer qualify to receive SSI. SSI benefits are for $650.00/month. Benefits will be taken away by March or April of '97. There are approximately 50 million legal immigrants in the United States. The denial of benefits will impact more than 20,000 people n San Francisco who are legal immigrants and are receiving SSI. However, some of these people may have become citizens or have worked for seven or more years and they will remain as qualified applicants. Approximately 10 to 20,000 of these residents will become eligible to receive General Assistants (GA) which is approximately $300/month. The GA program is administered by the City and it was previously semi-funded by Federal funds. The program will now have to be paid by the General Fund. Funding needs will vary but it will be approximately between $30 to $70 million.

Mr. Wald stated that the Commission of the Department of Human Resources (DHR) approved a resolution requesting retention of the program; however, in order to streamline the program with the resources anticipated, DHR needs to make a number of changes for job training and for job searching.

Mr. Wald stated that his first mandate would be to find jobs for $10,000 people. What he would like to see available is a work orientated support system with child care, medical benefits and support services that will enable families to find and retain employment.

The members were asked to commit a half a day a week for the next four months. There is a total of 30 staff people ready to work and they have a large project allocation. They are also working under leadership of David Ishida, Director of the Commission on Aging to put together a program of outreach to legal immigrants. Citizen classes will be offered in bilingual settings and in the community. In the past, classes were offered at the community college and the location is not very feasible. The Mayor last week appointed a 120 member task Force. Headed by Delancey Street Director Mimi Silver, and by the President of Just Desserts Company, Mr. Hoffman. The Task Force is broken down into 8 sub committees. The first meeting is Tuesday, October 29, 1996.

Commission Knutzen expressed the HRC's support for his work and offered the HRC's services. She also offered the resource of the HRC's Advisory Committees.

Answering a question from Commissioner Santos, Mr. Wald stated that In House

Supportive Services (IHSS) is another program which is in jeopardy of being lost. If the City picks up the program, more people will probably be cared for by agencies such as Laguna Honda instead of people who come into their house to provide much needed services for them such as grocery shopping, and others.

Answering a question from Commissioner Santos, Mr. Wald stated that he doesn't foresee any changes from the Clinton Administration.

Mr. Wald thanked Commissioner Salazar-Hobson for his idea of using Channel 54 in a multi-lingual outreach to the community in informing the community of the changes.

Answering a question from Commissioner Martinez, Mr. Wald stated that the Committee on Immigration which is one of the sub-committees is being chaired by Marty Jimenez from MALDEF, and Mr. Wald will let her know to tap into the grass-root level resources in the community.

Answering a question from Commissioner Jaicks, Mr. Wald stated that the funding for GA has to be funded from the City. The Governor has not been to benefits and disabilities issues. Another of the sub-committee is the Housing Committee, and Child Care Committee which will be looking at how to redesign the services of the Department of Human services to provide services to low income residents and legal immigrants.

Answering a question from Commissioner Santos, Mr. Wald stated that the 23,000 children that will be affected in San Francisco needs a creative program to address their needs. He is not optimistic country-wide; however, San Francisco has a quite small AFDC population. San Francisco's children population is 12% as compared to Los Angeles that has 28%. He feels that over the next 2 years San Francisco could help 8,000 log term recipients reach employment; however, all different departments need to work together. A department cannot reach its goal alone and he appreciates the help of the Commission.

COMMITTEE REPORTS

Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Jaicks called upon Brian Cheu for the Committee report. Mr. Cheu stated that 4,000 brochures dealing with Affirmative Action were sent out and 6,000 more were

ordered. The Committee discussed the Youth Hearing, a summary is being prepared and it will be presented to the Commission at the December 12, 1996 meeting. A full report will be presented in January.

Mr. Cheu reported that at the hearing School Board Member Fa was present. After hearing testimony, she requested that the HRC draft a resolution to be approved by the School Board. This historic resolution complies a lot of recommendations from the Youth Hearing. The resolution was presented by Board Member Fa to the School Board. Commissioner Knutzen as the Chair of the HRC and Director Bamba spoke at the Board meetings on behalf of the resolution. The School Board unanimously approved the resolution which also approves funding, expands curriculum, tracks violence, and works inconjunction with other City agencies. At the present time, Supervisors Katz and Ammiano are working on presenting a resolution to the Board of Supervisors for funding the additional programs for SFUSD.

Mr. Cheu reported that the Committee is considering applications to be a member of the Committee. He requested the Commissioners to refer friends who might be interested. The Committee also approved a letter to send to IBM for offering domestic partners insurance benefits. The letter will be presented to the full Commission at the next Commission meeting.

Commissioner Jaicks stated that the Committee has discussed root causes of homophobia and continues to address religious organizations.

Commissioner Knutzen thanked Brian Cheu for all his involvement in the writing of the resolution and follow-up. She thanked Superintendent Rojas for his strong support. Mr. Cheu stated that the Secretary to the Board of Education is finalizing the resolution and he will provide a copy of the resolution to the full commission.

Director Bamba thanked Brian Cheu for his presentation work. She stated that the packet he prepared for her enabled her to intelligently testify on behalf of the resolution Human Rights Commission.

Employment Committee

Commissioner Rochon stated that the Committee invited the EEO Coordinator for the City Hall and the New Court Building projects to report to the Commission. She introduced James Fields for the Committee report.

Mr. Fields thanked the Commission and stated that the Local Hiring Ordinance requires all construction projects establish a 50% local residence hiring. Lead community agencies are used in order to refer local residents to jobs located within the community.

The community agency works very closely with the affirmative action coordinators to ensure compliance and hiring of these local community workers. He introduced Susie Suafai, former director of the Women's Apprenticeship Program. She was recruited from the Central Freeway project in Los Angeles. She is also the coordinator for the New Main

Library which is now complete. He introduced Corrine White who was the HRC/Affirmative Action Coordinator at the new Sheriffs Facility and is currently working for the new Court Building.

Ms. Susie Suafai stated that Ella Hill Hutch requested that the HRC assign them the lead agency for the City Hall Project and the HRC granted the request. Ella Hill began coordination of all employment aspects, pre-construction meetings, demolition, etc. Ella Hill Hutch was able to recruit and employ people for the demolition part of the project. At this time the majority of work that needs to be done at City Hall is ironwork. Previously, at the pre-construction meeting in March the need to train people in ironwork or recruit people knowledgeable in ironwork was determined, as well as certified welders. A training program was devised; however, unfortunately the training fell through. There are no qualified trained people to be hired from anywhere in the Bay Area. The City does not want the project retrofitted by trainees only. The project is ready for the Prop A work which is the interior work.

Answering a question from Commissioner Martinez, Ed Campos stated that the City requires a certified welder that has completed a certain number of welding hours as well as has knowledge of specific metals. The Unions are having a problem with the type of certification called for by the Engineering specifications because the worker needs to find this training on their own. A company also needs to sponsor them as a welder in order for them to receive the training.

Answering a question form Commissioner Jaicks, Ms. Suafai stated that all new hires are drug tested and if they fail the test they are not hired as well as they are usually "black listed". She stated that the first year apprentice is basically a "gofer"; they don't do any welding. They also attend school every Saturday for nine weeks, and the school is Santa Clara.

Discussion ensued regarding facilitating transportation and training for the workers that need the training. Commissioner Salazar-Hobson stated that the Ironworkers Union should be available to facilitate the training since their workers will ultimately benefit. He stated that he is available to contact the Union.

Answering a question Salazar-Hobson, Ms. Suafai stated that a search nationwide was done by the Ironworkers Union; however, this does not address the need for the Local Hiring Ordinance. The Union representatives are interested in working a solution.

However, someone needs to organize and get all the parties involved.

Answering a question from Commissioner Santos, Ms. Suafai states that there is no school-to-work program at this time. She spoke with persons at John O'Connel High School and Community College but all this training possibilities take time.

Ms. Corrine White stated that the lead agency for the Court House is Chinese for Affirmative Action. The agency and the project manager are working well together. She received approval to recruit people from Hawaii, and all the States. At the present time she has recruited six ironworkers. The workers are also certified welders. She also had twelve ironworkers on the list that tested positive at drug testing and were disqualified for a job. These people are basically black listed because a contractor won't take the safety risk of what the employee may do later.

Answering question from Commissioner Jaicks, Ms. White stated that there are approximately 37% minority workers are from the Ironworkers Union.

Commissioner Knutzen thanked Ms. Suafai and Ms. White for their presentation.

Youth and Education Committee

Commissioner Saliba-Malouf called upon Brian Cheu for the report. Mr. Cheu presented the Commissioners with a document that was discussed at the Youth and Education Committee which shows the suspension and violent episodes at the schools. It was a very informative presentation that showed that there is a dramatic increase in suspensions starting at grade 6th and going through grade 8th and declining slightly in grade 9th. The Committee would like to entertain ideas of what are the root causes of hate violence.

The Committee discussed the Youth Summit. The Committee received a report from Sergeant Jefferies. There will be recruiting efforts in the Committee. There was also a recommendation to consider holding meetings at other locations.

MBE/WBE/LBE Advisory Committee

Commissioner Marshall announced that the meeting will be held on October 30, 1996. Task Forces meetings will be held all afternoon on October 28, 1996.

Issues Committee

Commissioner Salazar-Hobson stated that the Committee meeting will be held November

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

REGULAR MEETING

Marivic S. Bamba
Executive Director

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11/14/96

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, NOVEMBER 14, 1996

4:30 P.M.

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EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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ROSTER OF COMMISSIONERS

Martha Knutzen, Chair
Frank Chong, Vice Chair
Youn-Cha Shin Chey
Shirley Dimapilis
Agar Jaicks
Comer Marshall
German Martinez
Rhonda Rochon
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Melecio Santos

A G E N D A

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Approval of minutes of Regular Commission meeting held October 24, 1996.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Commissioners Status Report

5. REPORT OF THE DIRECTOR

(a) Update on 209
(b) Mayor's Task Force on Welfare Reform Follow-Up
(c) Amending Ordinance 12D to include Domestic Partner Benefits Requirements.
(d) Disparity Study Framework
(e) Report on Staff Presentations and Orientations to Commission.
(f) Staff's Retooling Session
(g) Disparity Study Framework
(h) Commissioners' Strategic Planning Session

6. COMMITTEE REPORTS

(a) Employment Committee
Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.

(2) Presentation from Robert Lowe, Contract/Employment Representative for Morse Diesel International Inc., at S.F. War Memorial Opera House Project.

(3) Proposition 210 (Minimum Wage).

NOTE: *The next meeting of the Employment Committee will be held on Thursday, December 5, 1996, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) Youth and Education Committee
Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Melecio Santos, Vice Chair
Commissioner Youn-Cha Shin Chey, Member
Commissioner Agar Jaicks, Member
Brian Cheu, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, November 21, 1996, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) MBE/WBE/LBE Advisory Committee
Commissioner Comer Marshall, Chair
Commissioner German Martinez, Member
Bayard Fong, Committee Staff

(1) No Committee Report.

NOTE: *A Special Committee Meeting will be held on Monday, November 18, 1996 at 5:00 p.m. to discuss issues brought up from the four Task Forces. The next regular scheduled meeting of the MBE/WBE/LBE Advisory Committee will be held Wednesday, November 20, 1996, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Issues Committee
Commissioner Antonio Salazar-Hobson, Chair
Commissioner German Martinez, Vice Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

(1) Committee Report.

(2) Action: Approval of Findings and Recommendations from the Fairness in the Media Hearing held May 23, 1996. (Findings and Recommendations will be sent under separate cover).

NOTE: *Meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Commissioner Antonio Salazar-Hobson, Member
Larry Brinkin, Committee Staff

(1) Committee Report.

(2) Approval of letter supporting IBM Corporation on its decision to provide health insurance to domestic partners.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, November 19, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Mary Gin Starkweather, Task Force Staff

(1) Closure of Task Force.

NOTE: *Meetings of the American Indian Business Development Task Force are held at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social and Cultural Services Task Force
Ladonna Osborne, Vice Chair
Donald Hesse, Task Force Staff

(1) Task Force Report.

NOTE: *Meetings of the Native American/American Indian Social and Cultural Services Task Force are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Religious Service Providers Task Force
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Member
Larry Brinkin, Committee Staff

(1) No Task Force Report.

NOTE: *Meetings of the Religious Service Providers Task Force are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

10. NEW BUSINESS

11. CALENDAR MATTERS

12. ADJOURNMENT

NEXT MEETING: THURSDAY, DECEMBER 12, 1996

AGENDA.96NOV14.96

HUMAN RIGHTS COMMISSION

November 14, 1996

The Minutes of this meeting are missing.

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Marivic S. Bamba
Executive Director

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REGULAR MEETING
CANCELED

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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THURSDAY, NOVEMBER 28, 1996

4:30 P.M.

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SAN FRANCISCO, CALIFORNIA 94102

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HRC AGENDA
CANCELING MEETING OF NOVEMBER 28, 1996

ROSTER OF COMMISSIONERS

Martha Knutzen, Chair
Frank Chong, Vice Chair
Youn-Cha Shin Chey
Shirley Dimapilis
Agar Jaicks
Comer Marshall
German Martinez
Rhonda Rochon
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Melecio Santos

THE SAN FRANCISCO HUMAN RIGHTS COMMISSION MEETING SCHEDULED FOR NOVEMBER 28, 1996 IS HEREBY CANCELED.

THE NEXT COMMISSION MEETING IS SCHEDULED FOR THURSDAY, DECEMBER 12, 1996 AT 4:30 P.M. AT THE HRC OFFICES., 25 VAN NESS AVENUE #800., SAN FRANCISCO, CA 94102.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

REGULAR MEETING

Marivic S. Bamba
Executive Director.

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, DECEMBER 12, 1996

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Antonio Salazar-Hobson
Ghada Saliba-Malouf
Melecio Santos

AGENDA

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Approval of minutes of Regular Commission meeting held October 24, 1996.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Commissioners Status Report
   (b) Announcing the appointment of Mohamed Hijazi and Howard Soto to the MBE/WBE/LBE Advisory Committee.
   (c) Commissioner's Strategic Planning Session

5. REPORT OF THE DIRECTOR

(1) Budget Update:

(a) Action: Approval of Request to Mayor Brown for a Supplemental Budget increase for FY 96-97 to implement the new Domestic Partner Ordinance. (this document will be sent under separate cover)

(2) Report: Action Scheme for implementing the Domestic Partner Benefits Amendments to Chapter 12B.

(3) Contract Compliance Activity Report.

6. COMMITTEE REPORTS

(a) Youth and Education Committee
Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Melecio Santos, Vice Chair
Commissioner Youn-Cha Shin Chey, Member
Commissioner Agar Jaicks, Member
Brian Cheu, Committee Staff

(1) Committee Report.

(2) Approval of Resolution Commending Gail P. Roberts.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, December 19, 1996, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) MBE/WBE/LBE Advisory Committee
Commissioner Comer Marshall, Chair
Commissioner German Martinez, Member
Bayard Fong, Committee Staff

(1) Committee Report.

(2) Action: Approval of Administrative Changes to 12D Ordinance.

NOTE: *The next regular scheduled meeting of the MBE/WBE/LBE Advisory Committee will be held Wednesday, December 18, 1996, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner German Martinez, Vice Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

(1) Committee Report.

(2) Action: Approval of Findings and Recommendations from the Fairness in the Media Hearing held May 23, 1996.

(3) Action: Approval of recommendations on the implementation of the U.S. Department of Housing and Urban Development's "Non-Citizen Rule" and its impact on affordable housing in San Francisco. (document will be sent under separate cover)

NOTE: *Meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Commissioner Antonio Salazar-Hobson, Member
Larry Brinkin, Committee Staff

(1) Committee Report.

(2) Approval of Findings and Recommendations from the Commission's Public Hearing on Lesbian, Gay, Bisexual, Transgender, Queer and Questioning Youth.

(3) Approval of letter supporting IBM Corporation on its decision to provide health insurance to domestic partners.(CC)

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, January 21, 1997, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102. THERE IS NO DECEMBER MEETING.*

(d) Employment Committee
Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.

(2) Approval of Semi-annual report for the Mayor's Office of Community Development (MOCD) contract awards from April 1, 1996 through September 30, 1996.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, February 6, 1997, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102. THERE IS NO MEETING IN JANUARY.*

7. TASK FORCE REPORTS

(a) Native American/American Indian Social and Cultural Services Task Force
Ladonna Osborne, Vice Chair
Donald Hesse, Task Force Staff

(1) Task Force Report.

NOTE: *Meetings of the Native American/American Indian Social and Cultural Services Task Force are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Religious Service Providers Task Force
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Member
Larry Brinkin, Committee Staff

(1) No Task Force Report.

NOTE: *Meetings of the Religious Service Providers Task Force are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

10. NEW BUSINESS

11. CALENDAR MATTERS

(a) Announcing a public forum for December 17, 1996 to discuss concerns of the implementation of Amendments to Chapter 12B on Domestic Partner Benefits.

(b) Schedule a Public Hearing on Thursday, April 10, 1997 on Rules of Procedure for Domestic Partner Benefits Ordinance amendment to Chapter 12B Ordinance.

(c) EXECUTIVE SESSION: Pursuant to Govemment Code Section 54956.9 Section 66.11. --- CONFERING WITH LEGAL COUNSEL REGARDING POTENTIAL LITIGATION.

12. ADJOURNMENT

NEXT MEETING: THURSDAY, JANUARY 9, 1997

HUMAN RIGHTS COMMISSION

December 12, 1996

The Minutes of this meeting are missing.

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

SPECIAL MEETING

**SPONSORED BY THE
CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION
AND
THE MAYOR'S OFFICE OF SMALL BUSINESS**

TUESDAY, DECEMBER 17, 1996

4:30 P.M. - 7:30 P.M.

**401 VAN NESS AVENUE, ROOM 207
SAN FRANCISCO, CALIFORNIA 94102**

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DISABILITY ACCESS

The Board of Supervisors Chambers is wheelchair accessible. The closest accessible BART station is the Civic Center Station. Accessible MUNI lines serving this location are the 26, 42 and 71 and the Metro station at Van Ness and Market. There is accessible parking in the vicinity of 25 Van Ness Avenue.

The following services are available with 48 hours advance notice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Gail P. Roberts 252-2508 (voice) or 252-2550 (TDD).

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.

See **AGENDA** next page.

For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, contact the Sunshine Ordinance Task Force at 554-6075.

AGENDA

1. Discussion of questions concerning the implementation of Amendments to Chapter 12B of the San Francisco Administrative Code prohibiting the City from entering into any contracts or other agreements with any party that discriminates in the provision of benefits between employees with domestic partners and employees with spouses, and/or between the domestic partners and spouses of such employees.

2. Adjournment.

THIS IS A PUBLIC MEETING WHERE PUBLIC COMMENT MAY BE HEARD.

HUMAN RIGHTS COMMISSION

December 17, 1996

The Minutes of this meeting are missing.

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